



Sustainability Report 2025

LUMSON
COSMETIC PACKAGING INDUSTRIES



2025 has been a year of consolidation and ambition for the Company, marking a decisive step forward in our sustainability journey.

Matteo Moretti
President of Lumson S.p.A.

INDEX

Introduction

- 4 Letter to Stakeholders
- 7 Lumson's 2025 Sustainability highlights

Company profile

- 9 About Lumson
- 9 Lumson's Values
- 10 Lumson and its reference context
- 11 Lumson's journey
- 12 Lumson's expertise
- 18 Awards and achievements

Lumson's business model and sustainability path

- 22 Lumson's material topics
- 26 Lumson's contribution to SDGs
- 28 Stakeholders' engagement
- 34 Lumson's Sustainability Plan - Towards 2030

Governance and corporate culture

- 39 Lumson's governance
- 44 Integration of Sustainability in the Company strategy
- 47 Compliance, corruption and bribery
- 51 Responsible supply chain practices
- 53 Shared value creation
- 54 Data privacy and security

Product

- 57 Strategic innovation & respect of intellectual property
- 60 Product quality and end-users' safety
- 62 Resource inflows and sustainable materials
- 65 Circular economy and resource outflows

Environment

- 69 Lumson's commitment to environmental management and governance
- 70 Emissions, energy efficiency and climate change
- 80 Waste management
- 83 Water management

People

- 85 Occupational health and safety
- 91 Skills, employability and human capital development
- 95 Diversity, equity and equal opportunities
- 97 Customer satisfaction and consumers inclusion

101 Methodological note

Appendix

- 103 Performance indicators
- 128 Glossary
- 130 Correlation table between GRI standards, SDGs, and material topics

132 GRI content index

Dear Stakeholders, Customers, Partners and Employees,

2025 has been a year of consolidation and ambition for the Company, marking a decisive step forward in our sustainability journey.

Building on the strong foundations laid in previous years, we continued to grow while strengthening our commitment to responsible value creation, even in a complex and rapidly evolving global environment.

Our purpose remains clear: to actively contribute to a more sustainable, transparent and resilient packaging industry.

In 2025, this commitment was translated into concrete actions and internationally recognized milestones that further align our strategy with global best practices and stakeholder expectations.

A key achievement this year has been our formal adherence to globally recognized sustainability frameworks.

We joined the Science Based Targets initiative (SBTi), committing to set emissions reduction targets grounded in climate science, and became a signatory of the United Nations Global Compact, reaffirming our alignment with its Ten Principles on human rights, labour, environment and anti-corruption. These commitments represent an important step in embedding sustainability into our long-term strategic planning.

Our efforts have also been recognized externally through the achievement of the EcoVadis Platinum rating, placing the Company among the 1% top-performing companies worldwide in sustainability. This distinction reflects the robustness of our ESG practices across environmental impact, labour and human rights, ethics and responsible procurement.

At Lumson, sustainability continues to be fully integrated into the way we operate. It is a guiding principle that shapes our decisions, our processes and our relationships across the value chain.

Our ESG strategy remains structured around three strategic pillars:

- *Environmental:* We continue to advance our circular economy model through eco-design, increased use of recycled materials and the expansion of reuse and refill solutions. Our commitment to climate action is now further reinforced through our SBTi engagement, translating ambition into measurable targets;
- *Social:* We remain focused on fostering an inclusive, equitable and safe working environment. Our Diversity & Inclusion journey continues with clear objectives: gender parity, equal opportunities and the full inclusion of all individuals, including people with disabilities;
- *Governance:* Transparency, integrity and accountability are central to our corporate culture. In 2025, we further strengthened our governance framework, internal controls and compliance systems, reinforcing ethical conduct throughout our organization and supply chain.

GRI 2-22 Statement on sustainable development strategy

Operational excellence and responsibility also guided our progress in international trade. This year, we obtained the AEO (Authorised Economic Operator) certification, a recognition granted by customs authorities to companies that demonstrate high standards of reliability, security and compliance in global trade. This certification enhances the efficiency of our customs processes through faster procedures and direct controls, while further strengthening trust with institutions and partners.

As expectations from regulators, customers and investors continue to rise, we see sustainability not as a constraint, but as a strategic opportunity. Our roadmap for the coming years will further support CSRD compliance while accelerating our contribution to building a more responsible and future-ready packaging industry — in close dialogue with all our stakeholders.

Thank you for your continued trust and for walking this path with us.

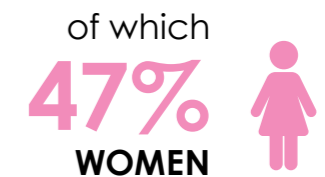
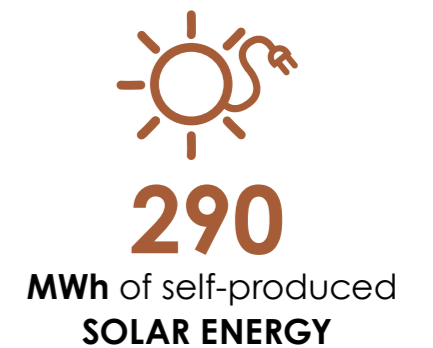
Matteo Moretti
President




RESPONSIBLE
COMPANY
for
RESPONSIBLE
PACKAGING

in full compliance with
PEOPLE, PROCESS, PLANET

Lumson's 2025 Sustainability highlights



Company Profile

- 9 About Lumson
- 9 Lumson's Values
- 10 Lumson and its reference context
- 11 Lumson's journey
- 12 Lumson's expertise
- 18 Awards and achievements

About Lumson

Lumson is a leading company in the **design, production, and decoration** of primary packaging for B2B clients in the cosmetic industry. A pioneer in dispensing and airless systems, the company stands out for its wide range of packaging solutions dedicated to skincare and makeup. Since its foundation in 1975, Lumson has consistently embraced **creativity, technology, and innovation**, establishing itself as a flexible and reliable partner.

The Company has introduced an innovative business model within the cosmetic packaging sector, grounded in the direct management of all processes and the application of strict quality standards throughout every stage of design and production.

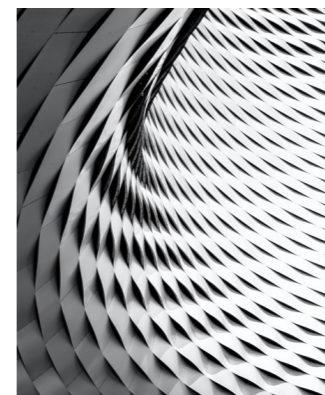
Lumson's vision is grounded in core values of uncompromising quality, respect for and enhancement of people's work, and creative freedom, combining artistic expression with advanced technological solutions to address the needs of an ever-evolving market.

Lumson's Values



Brand Heritage and Market Value

Valuing the influence of the brand's history on its products, the protection of expertise and industrial skills.



Driven by Creative Excellence

Encouraging creativity to achieve the excellence.



Continuous Improvement

Focusing both on innovation & tradition, with a particular attention to quality.



Sustainability and Value Creation

Committing to sustainable innovation as a key factor for value creation.

Lumson and its reference context

Lumson began its activity in **1975** thanks to the relentless determination and passion of Cav. Remo Moretti, who led the Company until 2018. In 2018, Remo Moretti became Honorary President leaving the role of leading the Company to his son, **Matteo Moretti**. Leader in the packaging sector for 50 years, Lumson is globally recognized in the sector of cosmetics' primary packaging thanks to its combination of expertise, innovation and creative excellence, also becoming a pioneer for strategic models and technologies. The **Center of Excellence**, where the whole product development is studied to get a coherent planning with the market needs, is crucial to guarantee the product's quality and the Company's creative and innovative mark.

Today, Lumson S.p.A. is a well-established manufacturer that designs and produces tailored, high efficiency packaging solutions for skincare and makeup. In 2024, the Company expanded its business segment to include perfumery, aiming to offer customers an even more comprehensive product range. Headquartered in **Capergnanica (CR)** in the heart of Italy's Cosmetic Valley, the company sources raw materials, such as plastics and glass, coatings (paints and inks), and components including jars, glass bottles, cylinders, and other aluminium parts primarily from European and Chinese suppliers. These inputs are processed in-house through plastic molding, painting, decoration, and assembly. Finished products are supplied to formulators and fillers, as well as directly to cosmetic brands. Lumson's customers include leading names such as L'Oréal, Estée Lauder, LVMH, Caudalie, KIKO, and Isdin. The Company's market is predominantly European: 33% of sale are in France, 31% in the rest of Europe, 20% in Italy, 9% outside the EU and 7% in USA.

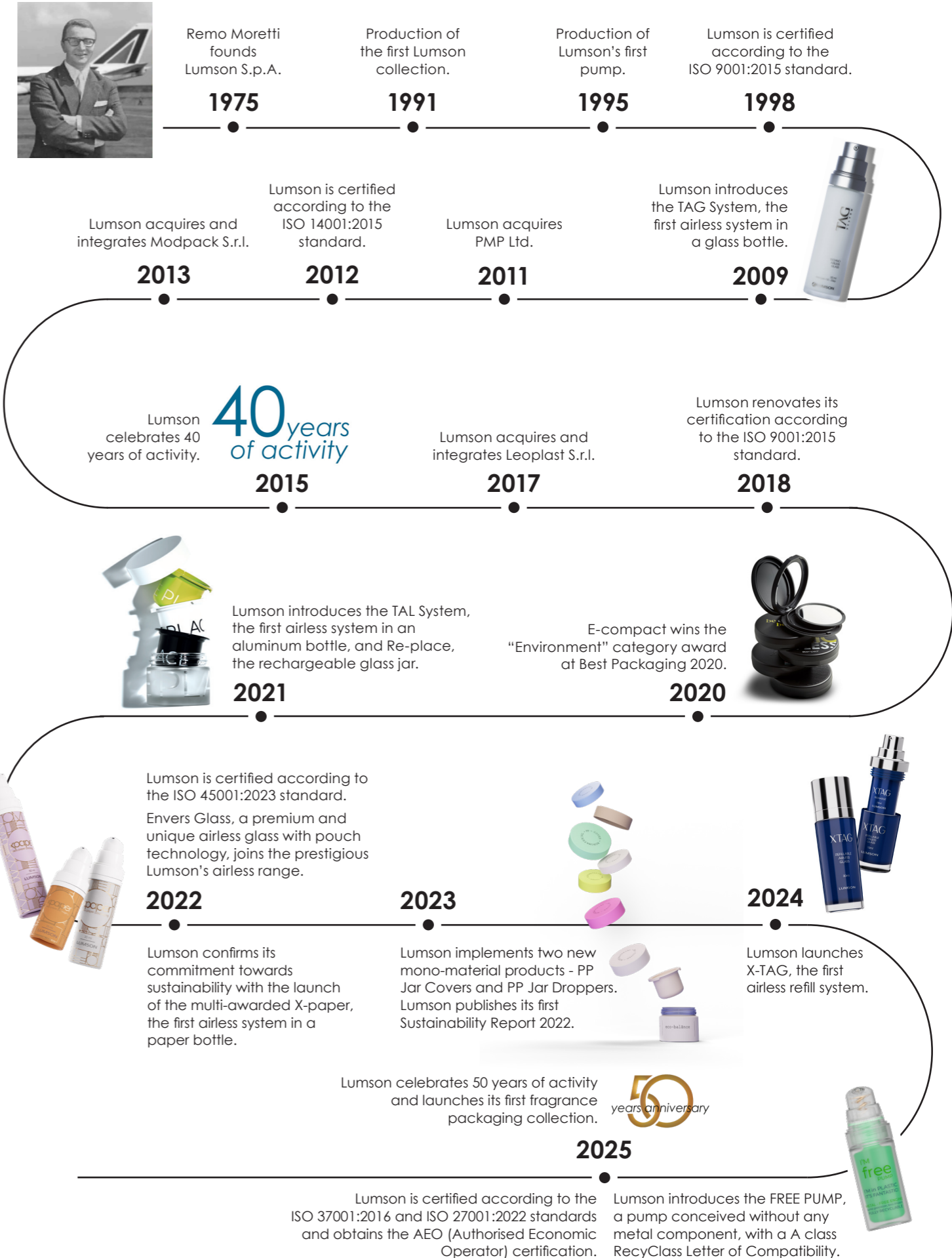


GRI 2-1 Organizational details

GRI 2-2 Entities included in the organization's sustainability reporting

GRI 2-6 Activities, value chain and other business relationships

Lumson's journey



Lumson's expertise

Lumson is an expert at harmonizing **creativity, tradition, technological innovation, craftsmanship, and industrial efficiency**. Every stage of the process is carefully supervised with a strong focus on quality and meticulous attention to detail. These components come together within a robust industrial structure that includes five in-house production sites and a carefully selected network of external suppliers.

The Company's central headquarters strictly assesses and coordinates all of these suppliers. A significant portion of production is carried out internally, including design activities and complex manufacturing steps, such as assembling airless and dispensing systems, and applying advanced decorative techniques.

Lumson spreads its operations across six different sites in the **Lombardy and Veneto Italian regions**: Capergnanica (CR), Castelleone (CR), Santa Maria di Sala (VE), Ticengo (CR), San Giuliano Milanese (MI) and Credera (CR). Beyond its Italian sites, Lumson has expanded its international presence to better connect with local markets and respond to client needs, including sales offices in France, USA, Spain and Germany. These are excluded from the present document, which only considers the Lumson S.p.A. Italian perimeter.

Capergnanica (CR) HEADQUARTERS & PRODUCTION SITE

27 PLASTIC INJECTION LINES
10 AIRLESS CONTAINER LINES (TAG)
12 PUMPS LINES
20 GLASS DECORATION LINES
3 SPRAY COATING LINES
11 PLASTIC DECORATION ASSEMBLING LINES
1 AUTOMATED WAREHOUSE

Santa Maria di Sala (VE) PRODUCTION SITE

20 BLOW MOLDING LINES
5 INJECTION STRETCH BLOW MOLDING LINES
8 PLASTIC DECORATION LINES
1 WAREHOUSE
1 LOGISTIC TERMINAL

Castelleone (CR) WAREHOUSE

1 WAREHOUSE

Ticengo (CR) PRODUCTION SITE

16 ASSEMBLING LINES
6 DECORATION LINES
1 WAREHOUSE
1 LOGISTIC TERMINAL

Credera (CR) LOGISTIC CENTER

1 WAREHOUSE
1 LOGISTICS TERMINAL

San Giuliano Milanese (MI) PRODUCTION SITE

19 INJECTION MOLDING LINES
1 WAREHOUSE



Lumson's business is focused on four main activities:



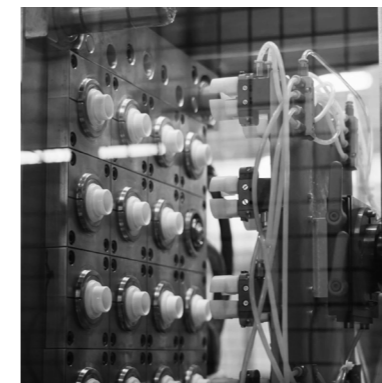
EXTRUSION & CO-EXTRUSION

an industrial process applied to plastic materials used to produce PE, PETG, R-PET and PVC (polyvinyl chloride) bottles, PE and PP soft touch bottles, EVOH and PA/LDPE pouches and PE PCR products;¹



ASSEMBLING

of pre-designed components to obtain pouches, pumps, droppers, airless pistons, screw caps, lipsticks, lip glosses, TAG systems and covers;



INJECTION MOLDING

a manufacturing process applied to produce components;



DECORATION ACTIVITIES

including mass colouring, hot stamping, screen printing, pad printing, lacquering, digital printing, galvanization and metallization.

These activities are carried out and integrated to create a comprehensive range of cosmetic packaging products. Lumson's portfolio offers a variety of options, each tailored to meet specific market needs.

¹ Please see the Glossary for materials' definitions.

Airless excellence

AIRLESS TECHNOLOGIES

ENGINES

Lumson specializes in the design and production of airless systems with multilayer pouches that utilize various barrier materials to ensure exceptionally high standards of formula preservation.



All Lumson airless systems are founded on two key pillars:

PATENTED HERMETIC CLOSURE SYSTEM

Positioned between the dispensing mechanism and the external environment, this system protects the formula from exposure to air and other contaminants.

SUSTAINABLE APPROACH

The airless product range features sustainable solutions made from low-impact materials and offered in various sizes. Many of these products are designed with a dedicated separation system, allowing for responsible disposal and facilitating proper recycling. Once separated, each component can be sorted into the appropriate recycling stream.

In addition to pouch-based systems, Lumson's portfolio also includes airless packaging with piston mechanisms.



Dispensing systems

PUMP DESIGNS

ENGINES

DROPPERS AND TEAT DROPPERS

PUSH DOWN BUTTONS



Lumson designs and manufactures its entire portfolio of dispensing systems in-house—an expertise that enables the company to deliver high-quality solutions engineered for optimal functionality, advanced technology, innovative materials, elegant shapes, ergonomic designs and precise dosing.

Lumson's dispensing systems are categorized into two main types: pumps and droppers.

PUMPS: control and style for superior dispensing

Drawing on extensive experience in the design and production of Made in Italy dispensing systems, Lumson offers a wide range of pumps that enhance product performance. Available in both airless and atmospheric formats, the pumps come in a variety of materials, designs, dosages and formats—including lotion and spray versions. The collection also features sustainable POM-free pumps designed for eco-conscious packaging solutions, including FREE Pump, the new 100% metal-free pump.

DROPPERS: design, technology, and functionality

Lumson offers an elegant selection of premium droppers designed for precise application—ideal for fluid and delicate formulations. The 100% Made in Italy range includes both cosmetic and push-button droppers, available in various collar styles, designs and components. All droppers are fully compatible with Lumson's complete line of glass bottles, providing seamless integration and premium presentation.

Bottles & Jars

GLASS BOTTLES

GLASS JARS

PLASTIC BOTTLES

Lumson's bottle and jar portfolio features a wide range of designs, sizes and materials tailored to meet the diverse needs of skincare and makeup applications.

Available in both plastic and glass, all bottles and jars can be paired with a broad selection of dispensing systems and accessories to create complete, ready-to-market packaging solutions enriched by high-quality decorative finishes.



GLASS: performance, technology and preciousness in one product

Glass is a refined, elegant and premium material that meets the highest market standards and adapts seamlessly to a variety of formulations and brand positions. Lumson's deep expertise in glass production has led to the development of an advanced portfolio of over **80 glass bottles and jars**, featuring everything from classic rounded shapes to unique, custom silhouettes. The range also includes **PCR (Post-Consumer Recycled) glass** options, reinforcing Lumson's commitment to sustainable innovation. All glass products are compatible with Lumson's dispensing systems and can be paired with customizable accessories.

PLASTIC: different solutions meant for multiple products

Lumson's extensive plastic packaging range is designed to address a wide variety of product and brand needs, offering **versatility, innovation and personalization**. With countless combinations available, the plastic portfolio adapts easily to different market segments and aesthetic preferences. Many of the solutions are developed with a **circular economy approach**, incorporating recyclable, bio-based, or recycled materials to promote environmental responsibility.

Lip Solutions

LIPSTICKS AND AIRTIGHT LIPSTICK

LIP GLOSSES



Lumson offers a comprehensive range of lipsticks and lip glosses, designed in various diameters, materials and styles to deliver both optimal performance and standout aesthetics.

The lipstick collection features an extensive selection of standard options available in distinctive designs and materials. The portfolio also includes innovative solutions such as an airtight version, a mono-material lipstick made of PP and two sustainable alternatives made with PCR PP.

Complementing the lipstick range is a diverse lineup of lip glosses, available in multiple shapes, materials and sizes. These can be paired with a wide variety of precision applicators to ensure smooth, flawless application.

Thanks to advanced decoration technologies, Lumson enhances each product's visual appeal, delivering exceptional results from both a functional and aesthetic standpoint.

Fragrance



Drawing on its deep-rooted expertise in industrial and technological multi-material solutions, Lumson offers an extensive and refined portfolio of packaging for fragrance.

This exclusive collection is made of different **glass bottles** designs, in **50 and 100ml** and **2 travel sizes**, each with its own unique personality, ranging from soft, rounded forms to more bold and angular ones. Each design pairs perfectly with **dedicated and high-performance pumps**, designed to deliver extraordinary performance with an optimal distribution of the product.

To further enhance the design, each packaging for fragrance can be combined with a selection of **overcaps in wood, aluminium or plastic**, elevating the glass bottle's identity with impeccable harmony, balance, and sophistication.

Awards and achievements

Thanks to its strong focus on technological innovation and its commitment to sustainability, Lumson has received several industry awards.



The **Formes de Luxe Awards** - one of the most prestigious competitions celebrating innovation in luxury packaging - honours the finest achievements in the industry.

In recent years, Lumson has received seven awards in the **"Standard Packaging"** category, a recognition made possible through collaborations with some of the most renowned brands in the sector.



The **ADI Design Index** is an annual publication by ADI, a leading association in industrial design, which features the best Italian designs selected by the ADI Design Permanent Observatory.

In **2022**, Lumson's **X-Paper packaging** was awarded for **Innovation**, recognizing its groundbreaking design.



The **Cosmopack Awards** celebrate innovation and excellence in packaging design and formulation, recognizing the most outstanding solutions presented by Cosmopack exhibitors.

Lumson was honoured in the **"Packaging Skincare"** category in **2016** for its groundbreaking **Microchip Inside** technology and again in **2022**, winning the **"Skincare & Hair Packaging Technology"** category with its innovative **X-Paper** packaging.



The **Premio dei Premi National Innovation Award**, established in 2008 by a decree from the President of the Council of Ministers, is presented annually to outstanding products, processes and business models.

In **2022**, Lumson's **X-Paper** was honoured with this prestigious award for its innovative design.



Best Packaging is a national competition that aims to promote and showcase the most innovative packaging solutions and systems developed by the Italian industry.

In **2020**, Lumson won in the **"Environment"** category with its sustainable innovation, **Ecompact**.



The **Innovation Awards** recognize the most innovative products, formulations and packaging showcased at the Polo Innovation Day event.

In **2022**, Lumson's **X-Paper** and, in **2023**, Lumson's **ECO-BALANCE** were both recognized with the **Most Sustainable Packaging** award for their outstanding environmental performance.

In **2025**, Lumson's **FREE PUMP** was awarded **Most Sustainable Product** for its environmental performance.

Lumson's business model and sustainability path

- 22 Lumson's material topics
- 26 Lumson's contribution to SDGs
- 28 Stakeholders' engagement
- 34 Lumson's Sustainability Plan - Towards 2030

Lumson's business model and sustainability path

Lumson's commitment to sustainability is a central pillar of its corporate strategy. Responsible innovation, eco design, and attention to social aspects have always been fundamental elements of the Company's business model.

To further strengthen this path, in 2025 Lumson has launched the development of a structured and comprehensive sustainability plan that sets measurable, results oriented goals across the key ESG areas considered priorities for the company.

A key component of the plan is alignment with major regulatory requirements and evolving industry standards. In this context, Lumson closely monitors legislative updates and sustainability best practices to ensure transparency, continuity, and a solid approach over time.

Particular importance is placed on the new European packaging objectives introduced by **the Packaging and Packaging Waste Regulation (PPWR)**, which will have a significant impact on the entire sector. In response to these developments, Lumson is updating its product portfolio and defining recyclability and circularity targets that are consistent with European requirements, with the aim of ensuring business continuity and strengthening stakeholder trust throughout the transition phase.

Lumson's material topics

In **2022**, Lumson conducted its first materiality analysis to identify and assess the Company's material topics, focusing on its impacts on the economy, environment, people and human rights, as related to its business activities and operating context. The materiality analysis was carried out in accordance with **GRI Sustainability Reporting Standards**, the most widely recognized international reporting framework.

Lumson's materiality assessment is reviewed and updated annually to reflect any changes in the internal or external context, as well as in the Company's strategy. In accordance with the 'GRI 3: Material Topics 2021 standard', the process for defining the list of material topics followed the steps listed below.

GRI 3-1 Process to determine material topics

GRI 3-2 List of material topics

GRI 3-3 Management of material topics

1. Understanding the business context: alongside a detailed review of Lumson's industry and business activities, an analysis of the external landscape was conducted, considering international priorities and emerging sustainability trends. This included the United Nations Sustainable Development Goals, industry-specific international standards and the regulatory environment. A benchmark analysis was performed, reviewing key sector trends, the Company's major clients and best practices within the industry. In addition, Lumson further expanded the analysis to include an in-depth review of its value chain, assessing priority issues across upstream, internal operations and downstream environments. As a result, several potentially relevant topics were identified.

2. Mapping the actual and potential impact: for each of the identified material topics, the associated impacts - both positive and negative - on the economy, environment and people, including human rights, were examined. This process considered both current and potential impacts, whether short-, medium-, or long-term, intentional or unintended and reversible or irreversible. All potential effects on Lumson's business and the external environment were considered.

3. Assessing the extent of impacts: the identified impacts were evaluated by Lumson's top management in a dedicated workshop. The evaluation process considered two key factors:

- **Probability:** the likelihood of an impact occurring.
- **Severity:** the significance of the impact if it were to occur. This assessment included:
 - **Scale:** the severity of the impact, whether beneficial or detrimental;
 - **Scope:** the breadth of the impact, in terms of how widespread it is;
 - **Irremediable Character** (for negative impacts): the extent to which the impact can be remediated.

4. Prioritizing the impacts and defining the material topics: based on management's evaluation, using a scale from 1 to 4 for each of the criteria above, a prioritization process was conducted to identify the significance of each topic. This led to the creation of Lumson's list of material topics, ranked according to their probability and severity.

For 2025, the topics identified as material by the 2024 materiality analysis have been confirmed as relevant. The four priority macro-areas are: climate change, circular economy, internal workforce, and business conduct. Each is further broken down into specific sub-topics and related impacts, as shown in the table below.

The topics deemed less of a priority in last year's analysis (water resources management, consumer health and safety, data privacy and security, and affected communities) continue to be monitored by Lumson through their key performance indicators, as they remain an ongoing focus for the Company.



LEGEND ENVIRONMENT SOCIAL GOVERNANCE

IMPACTS' DESCRIPTION	TOPIC	SUB-TOPIC	POSITIVE / NEGATIVE	ACTUAL / POTENTIAL
1. Impact due to packaging waste along the value chain: Environmental impacts due to inadequate management of the products' end of life in the downstream value chain, producing waste that may spill into soil, waterways and oceans.	CIRCULAR ECONOMY	Resource outflows	Negative	Potential
2. Availability of natural resources: Contribution to the depletion of natural resources through the purchase of virgin high-impact materials for the manufacture of packaging products.	CIRCULAR ECONOMY	Resources inflows	Negative	Actual
3. Training and skills development in own operations: Professional and personal development of employees thanks to training programs including technical and managerial skills, languages, soft skills and corporate ethics, health, safety and environment.	OWN WORKFORCE	Equal treatment and opportunities for all	Positive	Actual
4. Corporate culture: Creation and distribution of value for all stakeholders over the long term, while maintaining the stability and reliability of the business, thanks to the integration of ESG priorities in the business strategy.	BUSINESS CONDUCT	Corporate culture	Positive	Actual
5. Whistleblowing channel: Workers' and other stakeholders' ability to raise concerns or needs in complete confidentiality and protected from retaliation, discrimination or any other form of sanction thanks to the existence of a public company whistleblowing channel.	BUSINESS CONDUCT	Corruption and bribery	Positive	Actual
6. Climate change mitigation and energy along the value chain: Contribution to climate change by generating greenhouse gas emissions in - upstream value chain (Scope 3) due to upstream production and transport of raw materials, suppliers' production processes and investment in capital goods; - downstream value chain (Scope 3) due to distribution, transport and end-of-life management of products, business travel and employee commuting and treatment of packaging products sold.	CLIMATE CHANGE	Climate change mitigation & Energy	Negative	Actual

LEGEND ENVIRONMENT SOCIAL GOVERNANCE

IMPACTS' DESCRIPTION	TOPIC	SUB-TOPIC	POSITIVE / NEGATIVE	ACTUAL / POTENTIAL
7. Work-life balance in own operations: Physical and mental wellbeing of workers, thanks to the promotion of a sustainable work-life balance through the provision of benefits and welfare plans.	OWN WORKFORCE	Working conditions	Positive	Potential
8. Climate change mitigation and energy in own operations: Contribution to climate change by generating greenhouse gas emissions (Scope 1 and 2), resulting mainly from the use of electricity in operational activities, for which fossil fuels are used.	CLIMATE CHANGE	Climate change mitigation & Energy	Negative	Actual
9. Waste generation in own operations and along the value chain: Waste generation and insufficient recycling due to the excessive use of secondary packaging materials (such as single-use and non-recyclable items) and packaging used in logistics (e.g. wooden pallets, plastic films for pallet packaging, cardboard from virgin raw materials, etc.).	CIRCULAR ECONOMY	Waste	Negative	Potential

Lumson's contribute to SDGs

Adopted by all United Nations Member States in 2015, the **2030 Agenda for Sustainable Development** sets out a global framework to advance peace, prosperity, and the protection of people and the planet. The 17 Sustainable Development Goals (SDGs) and 169 related targets form its foundation. These goals seek to end poverty, reduce inequalities, and promote social and economic progress.

Lumson supports the full set of SDGs and contributes directly to **13 of the 17 goals**, as identified in the Global Reporting Initiative publication, **"Linking the SDGs and the GRI Standards."** The document helps reporting practitioners communicate their impacts and contributions to the SDGs using the GRI Standards by mapping each GRI disclosure to its corresponding UN Sustainable Development Goals.

The SDGs to which Lumson contributes are listed below. For a detailed correlation between the GRI Standards, the SDGs, and Lumson's material topics, please refer to the Appendix.



Stakeholders' engagement

Lumson's Code of Ethics guides the Company in adopting responsible and transparent behaviours aimed at fostering and preserving the trust of its stakeholders - an essential foundation for both business stability and sustainable growth. The Company is deeply committed to engaging with stakeholders to understand their expectations and needs, while also collaborating with them proactively to explore shared initiatives and generate mutual value. This approach is intended to create positive impacts on the environment, people, and the broader community.

Lumson defines its stakeholders as key parties involved in its main relationships and activities, as well as individuals or groups who are, or could be, influenced by the Company's operations.

GRI 2-28 Membership associations

GRI 2-29 Approach to stakeholder engagement

Lumson engages with stakeholders in different ways and through multiple channels, which are listed in the table below.

LUMSON'S STAKEHOLDERS	ENGAGEMENT ACTIVITIES	ENGAGEMENT CHANNELS	ENGAGEMENT EFFECTIVENESS
CLIENTS	Lumson carefully collects and incorporates customers' needs in its product portfolio, offering customized projects adherent to customers' requests. Lumson is constantly committed in incorporating any priority and/or criticality emerging from its market segments, including sustainability practices and regulatory developments. All customers are assigned an executive sales representative, project manager and customer service representative.	<ul style="list-style-type: none"> • Emails • Meetings • Lumson's website • Direct communication with the Sales Team • Meetings • New products presentation • Events, fairs and exhibitions • SPICE tools reports on products' life cycle, upon request 	<p>Customers' satisfaction is verified through constant monitoring of products' quality and nonconformity management.</p> <p>Lumson regularly monitors the percentage of new projects compared to re-orders to optimize its growth strategy.</p>
SUPPLIERS	Lumson shares its Code of Ethics and Purchasing Policy with its suppliers, communicating the values and principles underlying sustainable procurement.	<ul style="list-style-type: none"> • Emails • Meetings • Lumson's website • Lumson's suppliers' portal • Code of Ethics • Purchasing Policy • Audits 	Suppliers' adherence to Lumson's business values is verified through periodic quality-related and social audits.
COMMUNITIES	Local communities are engaged through sponsorships and collaborations, as well as the Company's participation in trade associations.	<ul style="list-style-type: none"> • Events • Donations and sponsorships • Lumson's website 	Lumson's partnerships with local associations and academic institutions ensure that communities' perspective is collected and incorporated in the Company's business model.

LUMSON'S STAKEHOLDERS	ENGAGEMENT ACTIVITIES	ENGAGEMENT CHANNELS	ENGAGEMENT EFFECTIVENESS
EMPLOYEES	Employees are involved through constant dialogue and timely communications (emails, bulletin board notices, company portals) regarding any regulatory and/or organizational changes that directly affect them. Employees can use the HR space to express any feedback, need and/or specific request.	<ul style="list-style-type: none"> • Emails • Meetings • Lumson's website and iCloud platform (e.g. SharePoint) • Internal communications • Company noticeboards • HR Space 	During HR Space meetings, employees' requests and feedback are collected and integrated in order to balance the interests of both the parties involved.
FINANCIAL INSTITUTIONS	Lumson annually communicates its business performance through financial and ESG reporting, as well as its participation in sustainability ratings. Constant dialogue with investors is ensured through meetings and regular communication.	<ul style="list-style-type: none"> • Emails • Meetings • Lumson's website • Financial reporting • ESG reporting • Sustainability ratings 	The effectiveness of engagement activities with financial institutions is constantly supervised by Lumson's top management and governance bodies.
TRADE UNIONS	Trade unions are involved and informed through regular meetings or upon request, either by the unions themselves or by the Company, in response to specific or unforeseen needs. Dialogue with trade unions is constantly maintained through regular communication.	<ul style="list-style-type: none"> • Emails • Meetings • Company noticeboards • Partnerships and collaborative projects 	Requests and input from trade unions are integrated through second-level company agreements, which aim to balance the interests of all parties involved while fostering ongoing social and economic progress. The next renewal of the second-level agreement is expected to take place after its expiration on December 31, 2026.
TRADE ASSOCIATIONS	Lumson has several partnerships in place with trade associations, which allow to understand the industry perspective and to integrate them in the business strategy.	<ul style="list-style-type: none"> • Emails • Meetings • Lumson's website • Partnerships • Collaborative projects 	Inputs from trade associations are regularly supervised and integrated in the Company strategy.

Stakeholder engagement is overseen and supported by Lumson's governance bodies, which are regularly informed by top management about emerging issues and priorities that should be integrated into the Company's business strategy.

Commitments



In 2025, Lumson joined the **United Nations Global Compact** as part of its commitment to being a responsible company. As a special initiative of the UN Secretary-General, the UN Global Compact is a call to companies everywhere **to align their operations and strategies with ten universal principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals.** With more than 20,000 companies based in over 160 countries, and more than 60 Global Compact Country Networks, it is the largest corporate sustainability initiative in the world.



SPICE (Sustainable Packaging Initiative for Cosmetics) is the most valuable eco-design tool to **reduce and measure the environmental footprint** of any cosmetic packaging throughout its life cycle. With SPICE, Lumson aims at combining eco-design with technical excellence through the estimation of the carbon footprint and biodiversity parameters.

Partnerships

Partnerships are a key lever for ensuring that Lumson remains aligned with industry trends and actively engaged in initiatives that strengthen the Company's sustainability commitments to its stakeholders. In recent years, Lumson has developed strategic partnerships designed to further enhance its focus on sustainability, innovation and shared progress.



Lumson is an institutional partner of **Fondazione Politecnico di Milano**, which develops **multidisciplinary innovation projects** across the University's various areas of expertise. The Foundation also supports business creation, strengthens social responsibility initiatives, and promotes educational activities. Lumson has entered into an agreement with Fondazione Politecnico di Milano covering training programs, tender scouting activities, and collaboration with Politecnico researchers on the development of new products, with a strong focus on sustainability principles driven by emerging regulations such as the PPWR. This approach aims to ensure competitiveness in the field of sustainability and to position Lumson as an innovative frontrunner committed to the 3R principles: Reduce, Reuse, and Recycle.



In 2023, Lumson started to participate in the **MUSA (Multilayered Urban Sustainability Action)** initiative, led by the University of Milan-Bicocca with the collaboration of the Politecnico of Milan, the Bocconi University and the State University of Milan. MUSA is born as an innovation and technology hub aimed at developing smart solutions for renewable energy and waste management, studying new models of green mobility, accelerating start-ups, optimizing big data use for the health and well-being of citizens, developing new sustainable finance solutions and creating the conditions for an highly inclusive society. The initiative concluded in 2025. As part of this project, Lumson will be involved in:

- The development of a new cosmetic with a lower packaging-related environmental footprint;
- A multimedia platform implementation, dedicated to cosmetic packaging materials' collection.



Lumson is a member of **Cetie**, an organization that brings together the glass makers, the sorting machine producers, the 'Stazione Sperimentale del Vetro' association and the customers to elaborate technical standards. Lumson is involved in Cetie especially in the **Design for Recycling group**, tackling glass transparency, with the aim of supporting the European Commission for PPWR recyclability guidelines for glass.



Lumson is a Platinum member of **RecyClass**, a non-profit, **cross-industry initiative supporting the transition to a circular plastics economy.** Through this membership, Lumson remains continuously aligned with emerging technical and sustainability trends, enabling the company to better anticipate market needs. RecyClass provides a standardized methodology to assess the recyclability of plastic packaging and to certify recycled content, based on scientific testing protocols and harmonized criteria. It is a European initiative promoted by **Plastics Recyclers Europe** and helps companies, recyclers, and brand owners demonstrate product circularity and sustainability in line with evolving regulations such as the SUP and PPWR. Lumson applies the RecyClass Design for Recycling Guidelines, pursuing a comprehensive recyclability-by-design approach.

Sustainability ratings

Sustainability ratings provide an external appraisal of a company's environmental and social performance. They enable progress monitoring, stakeholder communication, and the identification of priority improvement areas. Lumson has recently been evaluated under the following sustainability ratings.



The **Carbon Disclosure Project (CDP)** is a non-profit international organization which runs the global environmental disclosure system. Lumson has been participating in **CDP ratings** from 2018. Starting from 2021, Lumson submitted to CDP evaluation all the relevant categories - Climate Change, Water Security and Forests. In **2025**, thanks to the initiatives undertaken and the ongoing enhancement of its sustainability strategy, Lumson achieved a **significant improvement in its CDP rating, obtaining a B score in all three areas evaluated**: Climate, Water Security, and Forests.



EcoVadis is an international platform providing sustainability services, solutions and evaluations based on a universal scorecard. Lumson's performance in relation to environment, ethics, labour and human rights was awarded the **EcoVadis Platinum Medal in 2025**. [Learn more about EcoVadis Medal](#)



CyberVadis is an international platform that automates Third-Party Cyber Risk Management and provides a managed service that delivers evidence-based assessments. Lumson's performance in relation to data privacy, data protection, business continuity and third-party security management was awarded the **CyberVadis Gold Medal in 2025**.

Sponsorships

In 2025, Lumson supported multiple local sport clubs and organizations, including:

- Atalanta Bergamasca Calcio;
- Sissi Racing A.S.D.;
- Ju.Vi. Cremona Basket 1952;
- Club Esportiu Vilassar De Dalt-Giatsu;
- Trofeo Dossena;
- La forza e il Sorriso.

Also in 2025, Lumson issued several donations to *Fondazione Bambino Gesù*, the Politecnico of Milan and local associations (*Il Trillo, Fondazione Benefattori, Liberale Alice, La Tartaruga, Donnasempre, Noi Oratorio, Croce Verde, Lega Italiana per la Lotta contro i Tumori, Make a Wish*).

In 2025, Lumson invested a total of €183,131 in **community support initiatives**.

Trade associations

Lumson is actively involved in several trade associations, fostering collaboration and knowledge-sharing within the industry.



Associazione Industriali Cremona is a local association supporting companies with multiple services, including operational activities and market knowledge. The association communicates and constantly updates the affiliates about workers' rights, energy, environment, health & safety, training and welfare.



Cosmetica Italia is the national point of reference in the elaboration and dissemination of regulatory, technical and economic information about the cosmetic sector. The association also supports companies in the development of their business in Italy and abroad and promotes the reputation of the industry with communication projects aimed at spreading the scientific, economic and social value of cosmetics.



Polo Tecnologico della Cosmesi includes the best Italian companies representing the cosmetics and makeup market. Affiliates have the possibility to be constantly updated on relevant technological and market trends.



Cosmetic Valley is a French association which combines industry, research and training. This association supports the sector growth, defines scientific policies and evaluates sector-specific research projects.



ADI (Industrial Design Association) is an Italian association whose purpose is to promote the implementation of the most appropriate conditions for the design of goods and services, through cultural debate, intervention with institutions and services provision.



The **Italian Packaging Institute** is a packaging association network working on the Italian territory. Assistance to members is articulated on technical, legal, regulatory, statistical and sustainability issues.



Improve, Innovate, Perform (IIP), previously known as Istituto Italiano dei Plastici, provides services about certification systems, tests and training on plastics raw materials.



The **ITS Academy Cremona for New Technologies for Made in Italy** prepares young talents in the mechatronics, cosmetics and IT industries, equipping them for starting their professional career through experience-based training, labs and internships.

Lumson's Sustainability Plan Towards 2030

In 2025, Lumson defined its **first Sustainability Plan** with the aim of increasingly integrating initiatives and projects into its business strategy that actively contribute to the achievement of the United Nations Sustainable Development Goals (SDGs). Based on the topics identified as material through the materiality assessment, commitments, objectives and priority initiatives were established to address the most relevant sustainability aspects over the **2025–2030** period.

The Plan was developed through the cross-functional involvement of all corporate functions and is structured around Lumson's three sustainability pillars: **Environment, Social and Governance**. For each pillar, specific commitments were identified and translated into measurable objectives and dedicated KPIs to monitor progress.

- **Environment Pillar:** defines Lumson's actions aimed at reducing the environmental impacts associated with its operational activities;
- **Social Pillar:** focuses on promoting organizational well-being, enhancing diversity within professional and personal development pathways, and safeguarding the health and safety of all workers;
- **Governance Pillar:** is committed to ensuring fair and transparent internal and commercial relationships, creating a safe working environment supported by protected and retaliation-free reporting channels for potential violations of the Code of Ethics, and promoting principles of ethics, integrity and sustainability throughout the supply chain.

The Sustainability Plan, approved by the Board of Directors in September 2025, will be implemented over the coming years.

The following table provides a concise overview of the sustainability topics included in the Sustainability Plan, for which 23 targets and the related monitoring KPIs have been defined. For each target, the start year of performance monitoring, the reference baseline, and the measurement unit adopted are indicated. This Sustainability Report also illustrates the progress achieved as of 2025, with the aim of highlighting the results obtained and providing a clear, transparent, and structured representation of the advancements made towards the defined targets.

TOPIC	TARGET DESCRIPTION	KPI	BASE YEAR	BASELINE	U.M.	STATUS 2025
Climate change mitigation & Energy	Reduction of -50% of Scope 1 absolute emissions² by 2030	Tons of CO ₂ equivalent emitted from Scope 1 and Scope 2 sources during the year, compared with the base year.	2022	409.73	tCO ₂ eq	Reduction of - 18% of Scope 1 absolute emissions
Climate change mitigation & Energy	Reduction of -50% of Scope 2 absolute emissions³ (market-based) by 2030	Tons of CO ₂ equivalent emitted from Scope 1 and Scope 2 sources during the year, compared with the base year.	2022	6,612.60	tCO ₂ eq	Reduction of -19% of Scope 2 absolute emissions (market based)
Climate change mitigation & Energy	Reduction of -30% of Scope 1 specific emissions of strategic plants by 2030	Product emission intensity, calculated as the ratio of total tons of CO ₂ equivalent to total tons of product for the plastic injection moulding process of Capergnanica HQ.	2022	0.43	tCO ₂ eq / t of product	-8% (0.40 tCO ₂ eq / t of product)
Climate change mitigation & Energy	Reduction of -30% of Scope 2 specific emissions (market-based) of strategic plants by 2030	Product emission intensity, calculated as the ratio of total tons of CO ₂ equivalent to total tons of product for the plastic injection moulding process of Capergnanica HQ.	2022	7.00	tCO ₂ eq / t of product	Reduction of -10% (6.28 tCO ₂ eq / t of product)
Climate change mitigation & Energy	Achieve 80% of electricity consumption from renewable sources (self-generation, PPA, GO, etc.) by 2027	% of electricity from renewable sources (in MWh) of total electricity consumed	2022	2.2%	%, MWh	2.1%
Climate change mitigation & Energy	Achieve 100% of electricity consumption from renewable sources (self-generation, PPA, GO, etc.) by 2030	% of electricity from renewable sources (in MWh) of total electricity consumed	2022	2.2%	%, MWh	2.1%
Climate change mitigation & Energy	Obtain and maintain ISO 50001 certification in all Lumson S.p.A. plants by 2026	Status of ISO 50001 certification process	2025	-	-	Certification process in progress

² Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles).

³ Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Although scope 2 emissions physically occur at the facility where they are generated, they are accounted for in an organization's GHG inventory because they are a result of the organization's energy use.

TOPIC	TARGET DESCRIPTION	KPI	BASE YEAR	BASELINE	U.M.	STATUS 2025
Resources inflows	Enable customers to request free-formaldehyde (POM) products in Lumson's catalogue by 2030	% of available formaldehyde-free (POM-free) products in the POM product catalogue	2025	-	%, no. of products	95%
Resource outflows	Conduct SPICE life cycle analysis annually on 100% of highly innovative products	% of products approved by the Innovation Meeting submitted to SPICE analysis	2025	100%	%, no. of products	100%
Waste	Maintain waste recovery at 90% of total waste on an annual basis	% of waste sent to landfill, by weight, compared to total weight of waste generated	2022	59%	%, t	95%
Working conditions	Zero fatalities on production sites on an annual basis	No. of fatalities as a consequence of work-related injuries on production sites	2025	Zero fatalities on production sites	No.	Zero fatalities on production sites
Working conditions	Maintain 100% of Lumson S.p.A. workforce covered by ISO 45001 certified system on an annual basis	% of workforce (headcount) covered by ISO 45001 to total workforce	2025	100%	%, headcount	100%
Equal treatment and opportunities for all	Introduce an Employee Satisfaction Survey by 2025	Survey progress status	2025	-	-	Employee Satisfaction Survey administered to all employees ⁴
Equal treatment and opportunities for all	Maintain 100% of employees paid above the living wage certified by Fair Wage on an annual basis	% of employees (headcount) paid above certified living wage, of total number of employees	2025	100%	%, headcount	100%
Equal treatment and opportunities for all	Close the gender pay gap by 2030	Ratio of basic remuneration of women to men	2025	73%	%	73%
Corporate culture	Introduce and maintain ESG Policy by 2025	Status of the ESG Policy	2025	-	-	Policy introduced
Corporate culture	Obtain and maintain ISO 27001 certification in all Lumson S.p.A. plants by 2025	Status of ISO 27001 certification process	2025	-	-	Certification obtained

⁴ Excluding Lumson's temporary agency workers.

TOPIC	TARGET DESCRIPTION	KPI	BASE YEAR	BASELINE	U.M.	STATUS 2025
Corporate culture	Obtain and maintain AEO certification by 2025	Status of AEO certification process	2025	-	-	Certification obtained
Management of relationships with suppliers including payment practices	Assess at least 80% of Lumson's strategic suppliers through ESG questionnaire on an annual basis	% of strategic suppliers assessed through the ESG questionnaire, out of the total number of direct suppliers	2026	-	%	On progress
Corruption and bribery	> 90% of new active employees (headcount) trained on anti-corruption on an annual basis	% of new employees trained on anti-corruption (headcount), including those who were previously non-employees and became employees during the year, out of the total number of new employees	2024	54%	%, headcount	95%
Corruption and bribery	Introduce an Anti-Corruption Policy by 2025	Status of the Anti-Corruption Policy	2025	-	-	Policy introduced
Corruption and bribery	Obtain and maintain ISO 37001 certification in all Lumson S.p.A. plants by 2025	Status of the ISO 37001 certification process	2025	-	-	Certification obtained
Protection of whistle-blowers	> 90% of new active employees (headcount) trained on whistleblowing on an annual basis	% of new employees trained on whistleblowing (headcount), including those who were previously non-employees and became employees during the year, out of the total number of new employees	2024	0	%, headcount	100%

The summary presented in the table provides an immediate and structured overview of the sustainability priorities identified, the associated objectives, and the relevant monitoring indicators. This representation serves as an **essential tool to support continuous improvement** and ensure full transparency towards stakeholders. The periodic monitoring of targets and KPIs makes it possible to accurately assess the progress achieved and to guide, where necessary, corrective actions, thereby contributing to the fulfilment of the commitments undertaken and to the strengthening of the organization's sustainability strategy.



Governance and corporate culture

39	Lumson's governance
44	Integration of Sustainability in the Company strategy
47	Compliance, corruption and bribery
51	Responsible supply chain practices
53	Shared value creation
54	Data privacy and security

Lumson's governance

Lumson's governance model comprises:

- the **Shareholders' Meeting** as the deliberative body;
- the **Board of Directors** as the executive body responsible for implementing the resolutions of the Shareholders' Meeting; and
- the **Board of Statutory Auditors** as the supervisory authority.

In addition, Lumson convenes several committees that meet regularly to oversee and guide the Company's activities, including the **Strategy Committee**, the **Sustainability Committee**, the **Control and Risk Committee**, the **Remuneration Committee** and the **Anti-Harassment Committee**. The Company also holds monthly **Innovation Meetings** and other operational forums to evaluate ideas originating from multiple channels and to review progress on ongoing projects.

Lumson maintains an **Anti-Corruption Compliance function**, led by a Board-appointed Anti-Corruption Officer (the Sustainability & ESG Certifications Manager) and supported by Quality Assurance. This function independently oversees the design, updating, and monitoring of the Company's Anti-Bribery Management System, in line with UNI ISO 37001.

GRI 3-3 Management of material topics (Business conduct - Corporate culture)

GRI 2-9 Governance structure and composition

GRI 2-10 Nomination and selection of the highest governance body

GRI 2-11 Chair of the highest governance body

GRI 2-15 Conflicts of interest

GRI 2-19 Remuneration policies

GRI 405-1 Diversity of employees and governance bodies

Board of Directors and Committees

Appointed by shareholders at the Annual General Meeting, the **Board of Directors** is the governing body responsible for enterprise-level strategic decision-making. Directors were selected for their diverse professional expertise, with the aim of implementing effective logistical, administrative, economic and management strategies to steer the Company. Currently, 80% of the Board of Directors are men over 50 years of age. The members of Lumson's Board of Directors and Board of Statutory Auditors, together with their respective roles, are presented below.

Board of Directors

NAME	AGE	GENDER	ROLE	PARTICIPATION
Matteo Moretti	58	M	Advisor, Chairman of the Board and Chief Executive Officer	Executive
Remo Moretti	86	M	Advisor	Non-executive
Francesco Dell'Elmo	51	M	Advisor and Vice Chairman of the Board	Executive
Moretti Irene	22	W	Advisor	Non-executive
Mancini Paolo	60	M	Advisor	Non-executive

Board of Statutory Auditors

NAME	AGE	GENDER	ROLE	PARTICIPATION
Guercilena Gianluca	57	M	Chairman of the Board	Executive
Bianchi Pietro	62	M	Statutory auditor	Non-executive
Ferrari Ruggero	58	M	Statutory auditor	Non-executive
Suriano Davide	46	M	Deputy statutory auditor	Non-executive
Mantovani Barbara	61	F	Deputy statutory auditor	Non-executive

Lumson's Board of Directors is supported in managing business risks and in strategic decision-making through five additional committees, each composed of at least three members:

- **The Strategy Committee**, which assists the Board of Directors and delegated bodies with advisory, preparatory and consultative activities in the assessment of business strategies, the monitoring of their implementation, and the evaluation of strategic initiatives, partnerships and extraordinary transactions. It also supports align long-term planning with market developments and value creation for stakeholders;
- **The Control and Risk Committee**, which supports the Board of Directors and delegated bodies with advisory and supervisory functions in relation to the internal control and risk management system. It evaluates the adequacy and effectiveness of the system, including financial and non-financial reporting, and provides opinions on risk identification, regulatory compliance and the integrity of control processes, including sustainability-related risks. Lumson's risk profile is periodically assessed and updated through a dedicated Risk Assessment process;
- **The Sustainability Committee**, which oversees sustainability-related impacts and the related disclosures (see Integration of Sustainability in the Company Strategy for further details on the Committee's roles and responsibilities);
- **The Remuneration Committee**, which is responsible for defining and overseeing executive (senior management) remuneration in line with the Company's strategy, performance and shareholder interests, ensuring transparency and compliance through formal policies governing salaries, bonuses and incentive schemes, while promoting fairness and the ability to attract and retain talent;
- **The Anti-Harassment Committee**, which promotes a safe, inclusive and respectful working environment by monitoring the implementation of anti-discrimination and anti-harassment policies, supporting awareness and training initiatives, and cooperating in the handling of reports concerning harassment or discriminatory conduct.

The performance of the Committees is regularly assessed through a structured process that evaluates their oversight of Lumson's economic, social and environmental impacts, with results feeding into objective-setting and continuous improvement actions.

The **remuneration** of Board members comprises both fixed and variable components. No sign-on bonuses or incentives are granted upon appointment, and no severance payments, clawback mechanisms, or retirement benefits are provided.

With regard to Lumson employees, in 2025 senior executives had performance-based targets linked to revenue growth, overall and individual cost reduction and team-development objectives. In addition to the existing performance-based HSE (Health, Safety and Environment) incentives for designated functions, in 2025 Lumson introduced remuneration schemes tied to specific sustainability indicators for the Company's leadership. In addition, in 2026, dedicated ESG targets will be introduced for the Purchasing Department team.

Management of conflicts of interest

Since November 2023, Matteo Moretti has held the dual role of Chairman of the Board of Directors and Chief Executive Officer. To prevent conflicts of interest and ensure legal compliance, Lumson applies internal procedures aligned with its integrity commitments, including the **Code of Ethics** and the **Organization, Management and Control Model**. When appropriate, the Board of Directors may request the preparation of a specific disclosure on related-party transactions, which is then presented to the Board.

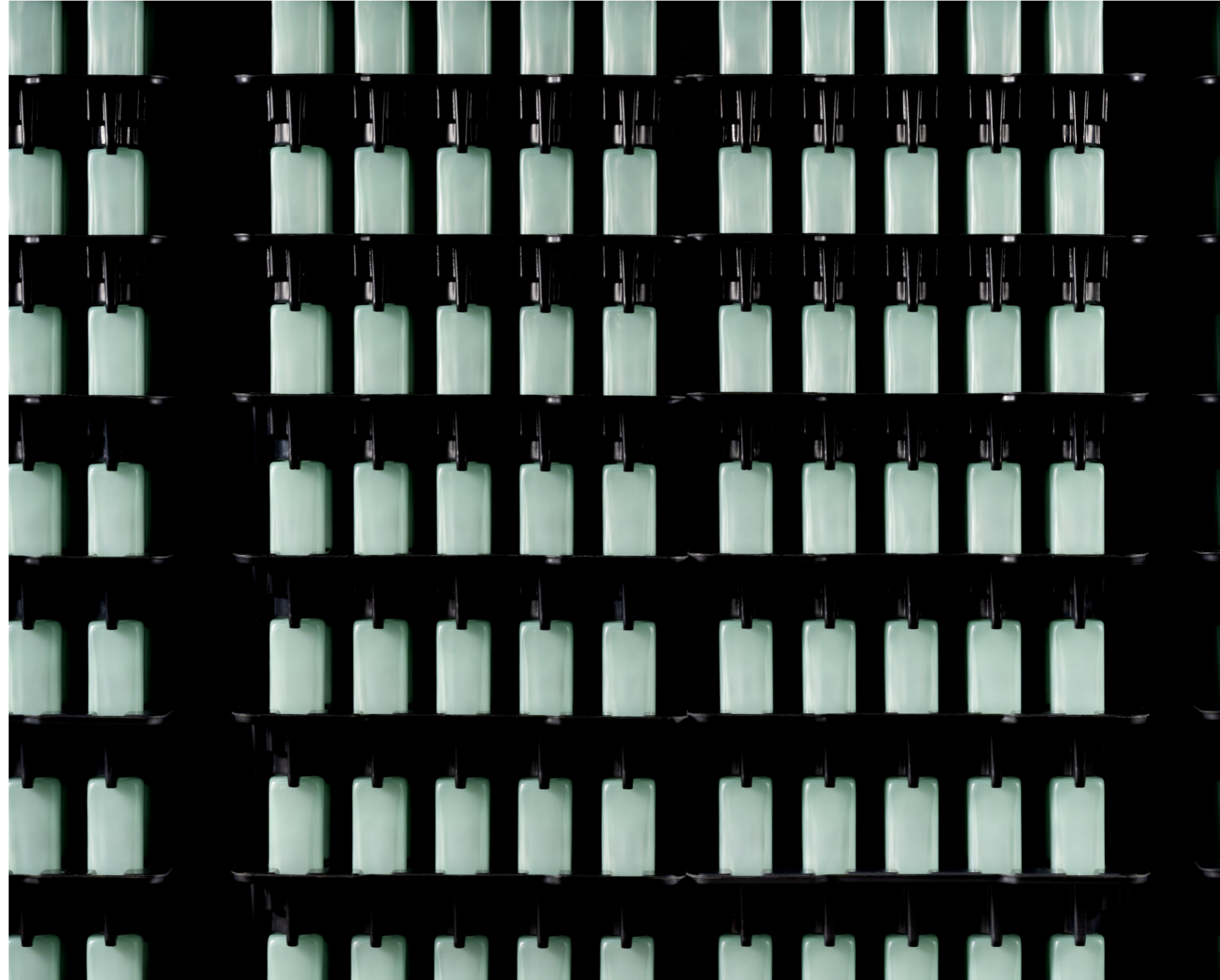
To manage conflicts of interest - addressed in the Code of Ethics and the Corporate Policy, both available to all employees via the corporate intranet - Lumson has established clear rules. Employees are required to confirm the absence of conflicts of interest by signing a dedicated declaration. Further reinforcing this approach, in April 2024 Lumson introduced a **Conflict-of-Interest Declaration**, now required during recruitment and selection processes.

Through its Code of Ethics, Lumson ensures that all employees, function heads, representatives, and collaborators act fairly and transparently, avoiding any situations that could compromise impartiality or stakeholder trust. In particular, the **2025 revision of the Code of Ethics**:

- Reaffirms that all decisions must pursue Lumson's interests and protect stakeholder trust;
- Requires directors to abstain from transactions in which they have an interest - actual or potential - that conflicts with the Company's interests;
- Prohibits employees and collaborators from engaging in competing activities and from participating in Lumson transactions, financial operations, or investments from which they could derive personal benefits not contractually provided, unless expressly authorized;
- Introduces the obligation to prevent and manage conflicts in line with Company Policies and to immediately report any actual or potential conflict to the Supervisory Body (including dealings with private parties and relations with the Public Administration);
- Provides for disciplinary and/or contractual sanctions in the event of violations.

In addition, in 2025 Lumson's anti-corruption management system was certified in accordance with ISO 37001. This milestone led to the introduction of a due diligence process for employees and to the subsequent identification of Company roles and functions associated with a higher risk of corruption. Based on the results of this analysis, starting in 2025 the HR Director is required, in addition to verifying conflict of interest declarations for these roles, to ensure compliance with anti-corruption requirements and to report the outcomes of these checks to the Anti-Corruption Compliance function.

In 2025, as in previous periods, no conflicts of interest were recorded by Lumson.



Integration of sustainability in the Company strategy

Sustainable principles integrated in the Company strategy are crucial to pursue market trends and guarantee successful economic, environmental and social performances. In addition, integrating sustainability in the strategic management of business risks and opportunities is necessary to create long-term value for the Company and the whole community.

Sustainability Committee

Lumson's leadership embeds sustainability within its corporate governance framework through the Sustainability Committee, which provides analysis, guidance, and recommendations to support the Board of Directors on sustainability issues and long term value creation.

The Committee guides and oversees initiatives across the entire value chain, focusing on the environment, climate transition, technological innovation, energy efficiency, and material ESG topics.

Specifically, it supports the Board in identifying material topics and managing impacts, risks, and opportunities; proposes policies and strategic plans and oversees their implementation; monitors environmental and social performance and regulatory alignment; reviews scenarios and targets, promotes climate and circular economy initiatives, and fosters a culture of responsibility.

The Sustainability Committee meets at least once every three months and provides regular updates to the **Sustainability Delegate**, a member of the Board of Directors, on the main issues discussed. Any significant issue or strategic concern - including sustainability-related impacts, risks, and opportunities - is promptly flagged by the Committee and presented by the Sustainability Delegate at Board meetings. All meetings are documented with official minutes, which are archived and available for internal review.

During the reporting period, no additional material issues emerged beyond regulatory developments related to the European Union Packaging and Packaging Waste Regulation (PPWR). These developments are highly relevant to Lumson's business; the company discussed their implications and initiated activities to anticipate expected market changes.

Following the guidance and input of the Sustainability Committee, Lumson's leadership prepares investment proposals and allocates resources for sustainable development, which are approved as part of the annual planning and budgeting process. Department managers are responsible for executing strategic directives, implementing initiatives and monitoring progress.

GRI 2-12 Role of the highest governance body in overseeing the management of impacts

GRI 2-13 Delegation of responsibility for managing impacts

GRI 2-14 Role of the highest governance body in sustainability reporting

GRI 2-16 Communication of critical concerns

GRI 2-17 Collective knowledge of the highest governance body

GRI 2-18 Evaluation of the performance of the highest governance body

GRI 2-23 Policy commitments

GRI 2-24 Embedding policy commitments

GRI 2-25 Processes to remediate negative impacts

The Board of Directors dedicates at least one meeting each year to reviewing and approving the Sustainability Report and public ESG disclosures. The sustainability expertise and competencies of the governance bodies are strengthened through systematic engagement and communication activities. In 2024, all key governance members at Lumson - including top management and Board members - participated in a **training session on ESG** trends, regulatory frameworks, and their impacts on corporate strategy. In 2025, top management received dedicated training on indirect greenhouse gas (GHG) emissions generated across the Company's value chain and outside its direct control (Scope 3), in preparation for their active involvement in the data collection process aimed at establishing a baseline for Scope 3 emissions. In addition, the Sustainability Committee is coordinated by a Sustainability Manager with specialized expertise, who ensures continual updates on sustainability trends and regulatory developments.

Thanks to its commitment towards sustainability, in 2023 Lumson received an **R&D Patent Box** – a tax facilitation aimed at supporting enterprises by encouraging R&D and technological innovation investments, including industry 4.0, circular economy, design and aesthetic conception.

ESG Policy

In 2025, Lumson adopted an **ESG Policy** that defines its principles and strategic commitments across three key areas: Governance, Environment, and Society.

- **Governance:** Lumson promotes integrity, transparency, and ethical conduct, adopting a "zero tolerance" approach to corruption and ensuring responsible relationships with suppliers. These commitments are supported by the Code of Ethics, the Anti-Bribery and Anti-Corruption Policy, the Whistleblowing Policy, the Purchasing Policy, the AEO certifications and the Organization, Management and Control Model pursuant to Legislative Decree 231/01, as well as certified management systems in accordance with ISO 37001 (anti-bribery) and ISO 27001 (information security).
- **Environment:** Lumson is committed to combating climate change, reducing greenhouse gas emissions, optimizing resource use, and integrating circular economy principles into its production processes. These objectives are reinforced by the Environmental Policy and the environmental management system in accordance with ISO 14001, which has been audited by external reviewers recognized by Accredia, and whose positive outcome was communicated to all employees and stakeholders through the Company's website.
- **Society:** Lumson safeguards human rights, guarantees equal opportunities and workplace safety, supports local communities, and ensures product quality and safety for end users. These commitments are implemented through the Code of Ethics, the Human Rights Policy, the Human Resources Policy, the Anti-Harassment Policy and the Integrated QHSE-27001-37001 Policy, supported by certified management systems in accordance with ISO 45001 (health and safety at work) and ISO 9001 (quality).

The Policy is aligned with major **international standards and frameworks**, including the United Nations 2030 Agenda, the UN Global Compact, OECD Guidelines, ILO Conventions, and ISO standards, as well as the CSRD and the Women's Empowerment Principles. In particular, Lumson's policy commitments focus on protecting the human rights of its employees, the community in which the Company operates, and the end users of its products.

The ESG Policy is **publicly available** on the Company website, in both Italian and English, and applies to all employees, collaborators, suppliers, and business partners of Lumson S.p.A. and its subsidiaries. In addition, this is also communicated to workers through Lumson intranet and to business partners. Policies are also shared through EcoVadis, Sedex, CDP ratings or during audits by third party clients or clients themselves.

The document, approved by the Board of Directors, is subject to periodic reviews to ensure its adequacy in line with evolving regulations and international standards. Its implementation is overseen by the Sustainability Committee and the Sustainability & ESG function. Communication is ensured through internal training, dissemination to partners, and online publication, supported by dedicated channels for reporting and stakeholder engagement.

Lumson integrates its policy commitments by implementing **specific internal procedures** that clearly define responsibilities and ensure strategic objectives are reflected in day-to-day operations. These procedures are designed to prevent and mitigate potential negative impacts on stakeholders, while enabling prompt corrective actions on issues related to employee welfare, customer satisfaction and product quality. Lumson also adheres to the standards outlined in its **integrated management systems**. These procedures include:

- **Identification, Update and Evaluation of Environmental and Safety Legislative Aspects** (Procedure PO.LMS.6.1.3-1): to define the criteria and methods by which Lumson S.p.A. identifies, consults, and keeps up to date with all applicable environmental laws, regulations, and compliance obligations relating to its activities, products, and services, and assesses their implications to ensure consistent compliance and integration into business processes;
- **Risk and Opportunities Management** (Procedure PO.LMS.6.1-1): to systematically identify, assess and manage risks and opportunities that may affect strategic and operational objectives;
- **Corruption Risk Assessment** (Procedure PO.LMS.4.5): to assess, categorize, and monitor corruption risks across projects, activities, and business partners, enabling proportionate controls and prevention measures;
- **Anti-corruption Due Diligence** (Procedure PO.LMS.8.2 – ISO 37001): describes the due diligence activities required by Lumson S.p.A. to evaluate projects, activities and/or subjects involved in business processes for which a corruption risk higher than low has been identified, ensuring appropriate vetting and mitigation actions;
- **Customer Satisfaction** (Procedure PO.LMS.9.1-1): to ensure customer satisfaction and address concerns;
- **Product/Process Non conformity Management** (Procedure PO.LMS.10.2-3): to handle any deviations in products or processes;
- **Customer Reports and Complaints Management** (Procedure PO.LMS.10.2-1): for managing customer feedback and complaints;
- **Continuous Improvement and Corrective Actions** (Procedure PO.LMS.10.1-1): a process aimed at fostering ongoing improvements and implementing corrective actions;
- The **ISO 45001, ISO 9001, ISO 14001, ISO 27001 and ISO 37001** certified management systems.

These procedures ensure effective and proactive responses to stakeholder concerns.

In addition, all new employees take part in training on Good Manufacturing Practices (GMP) for the cosmetics industry (PO.LMS.7.1.4-5). The training ensures they understand our operating standards and applicable regulatory requirements. Onboarding also includes modules on key company policies for ethics and social responsibility, including the Code of Ethics, Anti Corruption, Whistleblowing, Human Rights, and anti harassment policies. To maintain awareness and alignment with these principles, training is provided every three years.

Compliance, corruption and bribery

A strong ethical culture increases trust among employees, customers, suppliers, and investors. This ensures greater stability across the value chain.

On the other hand, the absence of shared ethical values can lead to:

- weak financial performance;
- supply chain disruptions;
- damaged reputation among customers and users;
- costs due to poor quality;
- fines and penalties in more serious cases.

Lumson recognizes and applies as key corporate values the adherence to ethical principles, compliance with applicable regulations and transparency of business activities. Furthermore, the adoption of ethics and integrity principles throughout the Company operations is crucial to guarantee business continuity and reputation solidity. Lumson's **Corporate Policy**, updated in September 2025 and communicated to all employees, plays a crucial role in disseminating the Company's values. The Corporate Policy groups all Lumson's standards and principles regarding labour and human resources' management, ethical conduct, health and safety, quality management system and environmental policy.

Since 2018, Lumson has also adopted a **Code of Ethics**, which applies to the entire scope of Lumson S.p.A. This document contains several principles that are required to be adopted and respected by Lumson's employees and third parties, including social, environmental and ethical aspects. As it is reported in the Code, Lumson is committed to conducting its business activities in **full compliance with applicable laws** and to be guided by **integrity and honesty**. Such commitment establishes certain not-negotiable standards that Lumson asks all its suppliers, employees and subcontractors to respect and to adhere to when conducting business. The Code requires compliance with Lumson's policies in terms of social commitment, environmental protection, exploitation of child and force labour, modern slavery, workers' training, health and safety measures, workers' and human rights, discrimination, ethical practices and anti-corruption.

Lumson's Code of Ethics is available on the Company's website and communicated to employees, customers, suppliers and all the relevant stakeholders. All Lumson's employees and collaborators, the CEO and the members of the Board of Directors, as well as any person in charge of the Company management and control, regardless of their legal or formal status, are required to comply with the Code principles. Also bound by the Code are consultants, suppliers and partners in Lumson's business activities. Suppliers are moreover required to sign it as a contractual prerequisite.

GRI 3-3 Management of material topics (Business conduct - Corruption and bribery)

GRI 2-26 Mechanisms for seeking advice and raising concerns

GRI 2-27 Compliance with laws and regulations

GRI 205-2 Communication and training about anti-corruption policies and procedures

GRI 205-3 Confirmed incidents of corruption and actions taken

Lumson applies an **Organization Management and Control Model** in accordance with Legislative Decree 231/01. The Model provides for the establishment of an external and independent supervisory body to oversee compliance with the model. The supervisory body periodically prepares a report on the management model addressed to the Board of Directors, communicating the presence of any issues and criticalities. The **Reporting Officer** designated in the Model is authorized to undertake any investigative actions deemed appropriate to assess the admissibility of the report and, if considered necessary, to verify its contents. Where required, the Reporting Officer may seek technical assistance from external professionals, as well as specialized support from personnel in other Company departments or divisions.

The Company's Organizational Model also provides for an anonymous stakeholder reporting mechanism (whistleblowing). Any employee and supplier may anonymously raise concerns about business conduct or report violations of the Organizational Model by contacting the appointed Supervisory Body (SB) via a dedicated mailbox or by using the whistleblowing channels available on the Company's website. A legal counsel reviews all reports submitted through the website regarding alleged violations and provides quarterly updates to the Anti-Corruption Function and the Board of Directors. Lumson's **Whistleblowing Policy** guarantees strict confidentiality and protection against retaliation, discrimination, or any other form of penalization. In addition, the Company monitors the career progression of whistleblowers to ensure it is not subject to discriminatory treatment. Starting in 2025, Lumson plans to provide **whistleblowing training** to all employees upon hiring.

Since 2023, Lumson employees have received **dedicated training on the Company's Code of Ethics and Organization Model**. In 2025, **48,5% of total Lumson's employees** received training on the Code of Ethics. Upon hiring, all employees are required to complete e-learning training on the Organization Model, tailored to their job classification.

In 2025, Lumson S.p.A. obtained ISO 37001 certification for its **Anti-Bribery Management System (ABMS)**, covering the operating units in Capergnanica (CR), Castelleone (CR), Credera Rubbiano (CR), San Giuliano Milanese (MI), Santa Maria di Sala (VE), and Ticengo (CR).

An **Anti-Corruption Compliance function** was established, and the Board of Directors designated the Sustainability & ESG Certifications Manager as the internal point of contact for all aspects related to anti-corruption and the ABMS. The representative, who reports directly to the Board of Directors, in collaboration with the Quality Assurance function, is responsible for:

- Overseeing the entire ABMS, including its design, updating, and monitoring;
- Reporting, at least annually, to the President and the Board of Directors on ABMS performance;
- Ensuring staff information and training regarding the ABMS;
- Ensuring that the ABMS described in this Manual complies with the requirements of the UNI ISO 37001 standard.

The representative promptly informs the Board of Directors whenever specific facts or well-founded suspicions of corrupt events are detected.

The representative performs the risk assessment, integrated with and consistent with the risk mapping pursuant to Legislative Decree 231/2001, and identifies stakeholders at higher corruption risk who require prior due diligence, the signing of Lumson's Anti-Corruption Policy, and/or the adoption of appropriate control systems to mitigate corruption risk.

These developments have led to updates to the Human Resources Management Procedure, which now includes a dedicated section on **anti-corruption and anti-bribery training**. This section formalizes the identification of high-risk functions and defines the corresponding training programs and due-diligence activities. In 2025, the HR function also participated in training on gender equality, harassment, acts of violence, and discrimination.

In 2025, 80% of Lumson's governance bodies received anti-corruption training. While Lumson does not offer a standalone course devoted exclusively to fraud, the topic is covered within the anti-corruption training programs. The number of employees trained on anti-corruption, broken down by employee category, is reported below.

EMPLOYEES THAT HAVE RECEIVED TRAINING ON ANTI-CORRUPTION (N.)	2023	2024	2025
TOTAL	59	93	181
Directors (head of) / Senior managers	5	1	4
Managers	10	13	22
White collars	41	78	105
Blue collars	3	1	50

Lumson's goal is to maintain zero incidents of corruption, annually. No incidents of corruption and no significant instances of non-compliance with laws and regulations have been reported by Lumson in the reporting period.

Lumson's certifications

Thanks to its **responsible management systems**, which cover social and environmental aspects and are compliant with international standards, Lumson has also achieved several certifications. Certifications are especially relevant to applying Lumson's ethical principles by adopting internationally recognized standards, both internally and beyond the Company boundaries. In fact, Lumson prioritizes suppliers that are ISO 9001 and ISO 14001 certified. In addition, all strategic and extra UE suppliers are periodically assessed through social audits ensuring their compliance with the Company's procedures. Lumson has obtained five certifications for the implementation of internal management systems compliant with the following ISO standards:

- **ISO 9001:2015 - Quality Management System**
Certification first obtained in 1998 and subsequently renewed.
- **ISO 14001:2015 - Environmental Management System**
Certification first obtained in 2012 and subsequently renewed.
- **ISO 45001:2018 - Occupational Health and Safety (OHS) Management System**
Certification first obtained in 2022 and subsequently renewed.
- **ISO 27001:2022 - Information Security and Data Privacy Management System**
Certification first obtained in 2025.
- **ISO 37001:2016 - Anti-bribery Management System**
Certification first obtained in 2025.

The **FSC® standards** for responsible forest management, developed through a balanced and democratic process, contribute to the protection of ecosystems and safeguard the rights of workers and forest-dependent communities.



In 2022, Lumson obtained FSC® Chain of Custody (CoC) certification for the trading of paper and cardboard packaging (FSC Mix and FSC Recycled).

In 2024, Lumson obtained FSC® Chain of Custody (CoC) certification also for wooden packaging items (FSC 100% and FSC Mix).

In 2025, Lumson renewed FSC® Chain of Custody (CoC) certification.



PRS (Pallet Return System) Green Label, obtained in 2023 and confirmed in 2024 and 2025 thanks to the implementation of wooden pallets' circular system, at a re-use rate of more than 65%.



IIP (Italian Plastics Institute) management systems **Gold Certification** obtained in 2022.



COSMOS standard Certification obtained in 2025 for the of some of Lumson's products. The Company was involved in a process of verification by the Ecocert Group of the following packaging: Airless Plastic Packaging APP, Lip Gloss Scarlett, Lip Stick PP, One O One Airless, TAG glass bottle with multilayer pouch 2008.6, TAG system (pump and overcap ref. AA355).



In 2025, Lumson obtained the **AEO (Authorized Economic Operator) certification** on customs compliance, financial solvency and responsible supply chain.

Responsible supply chain practices

Lumson is strongly committed to developing and maintaining **sound and long-term relationships** with its suppliers. Integrity and transparency are ensured through internal procedures regulating procurement practices, information management - including data protection and privacy - and payment processes. Supplier relationships are governed by the **General Terms and Conditions of Purchase**, published on Lumson's website, together with the associated contractual procedures, which provide the framework for fair and responsible business conduct.

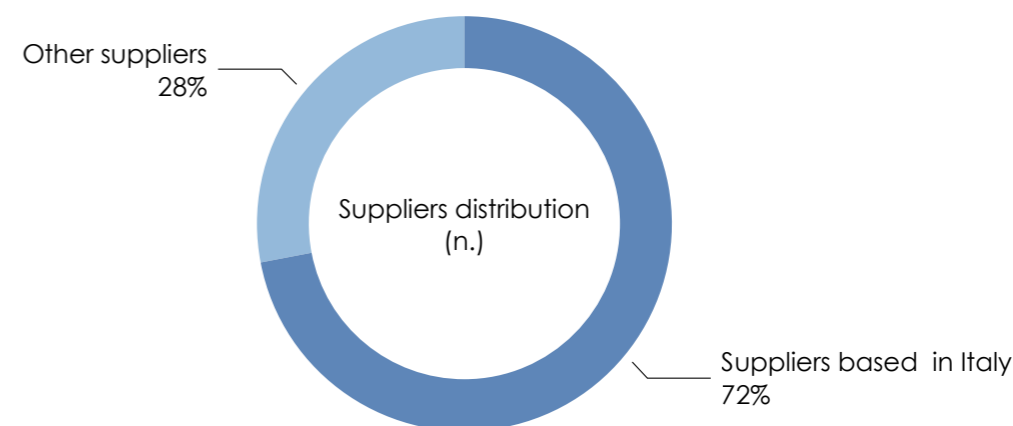
The Company's supply base consists of raw materials suppliers, including plastics, paints, inks and components – glass jars and bottles, aluminium cans and other aluminium items. Lumson carefully selects its suppliers especially focusing on the **Italian territory**, prioritizing local workforce and resources. In 2025, 149 out of 207 Lumson's suppliers were based in Italy. Lower percentages of suppliers come from other European and Extra EU countries.

GRI 2-6 Activities, value chain and other business relationships

GRI 204-1 Proportion of spending on local suppliers

GRI 308-1 New suppliers that were screened using environmental criteria

GRI 414-1 New suppliers that were screened using social criteria



Lumson has established a comprehensive framework of policies and procedures to manage and monitor ESG impacts throughout its supply chain. The **Purchasing Policy** formalizes the Company's commitment to social responsibility, with particular emphasis on the protection of workers' rights, non-discrimination, and the prohibition of child and forced labour.

Revised in 2025, the Purchasing Policy reaffirms Lumson's commitment to the highest standards of integrity and fairness in its dealings with suppliers. Its primary aim is to build strong, long term partnerships. To this end, suppliers are expected to comply with the Policy's principles and rules, fostering relationships grounded in transparency, trust, and collaboration.

In addition to ensuring product quality and business resilience, responsible supply chain management is essential to extending Lumson's sustainability commitments across its value chain. Systematic monitoring of **ESG impacts** is therefore crucial to guaranteeing operations that are ethical, socially responsible and environmentally compliant. The selection of certified and responsibly sourced raw materials further supports product quality and traceability. Conversely, insufficient sustainability practices within the supply chain may generate adverse environmental impacts, undermine human rights and labour conditions, and expose the company to reputational risks.

Supplier ESG Assessment

Lumson qualifies its suppliers through a structured process managed by the Purchasing Department and supported by the new **Tesi Square platform**, which integrates ESG criteria throughout all stages of the selection and assessment process.

For new suppliers, registration in the supplier register is carried out through a two-step process - *Pre-qualification* and *Qualification* - during which suppliers are required to complete specific questionnaires and to share and adhere to a set of documents reflecting Lumson's principles and values.

During the *Pre-qualification* phase, suppliers are required to review and sign the documentation reflecting Lumson's legal and compliance principles, as well as to complete a pre-assessment including information on the presence of certified management systems (ISO 9001 for quality, ISO 45001 for health and safety, ISO 14001 for the environment, ISO 50001 for energy and SA8000 for social accountability).

Following Pre qualification, the *Qualification* phase requests further documentation on supply chain management. The key areas of information requested include product and service development and release processes, as well as the supplier's HSE and social responsibility practices. Additional details on new supplier assessments are provided under *Performance Indicators*.

In 2025, Lumson also prepared an extension of the **ESG** section of the **questionnaire to suppliers already qualified**, with entry into force expected from the beginning of 2026. During the year, Lumson conducted tests on a sample of suppliers to refine and improve the effectiveness of the survey. The questionnaire will be automatically sent to suppliers, and the responses will be reviewed by the ESG Committee, serving as a tool to monitor Lumson's impact along the entire value chain.

Finally, in 2025 the development of a **new interactive supplier portal** was completed, which is expected to become fully operational from the beginning of 2026. This portal will allow continuous updating of documentation and registration will become a mandatory requirement for inclusion in Lumson's supplier base.

Suppliers are monitored by the Company through **quality-related audits**.

Additional information on Lumson's **social and environmental audits** conducted on suppliers can be found in Performance indicators.

Lumson especially focuses its monitoring activities on extra EU suppliers based in at-risk countries. These are firstly submitted to audits performed by external bodies indicating social aspects, whose outcome is binding to start any business relationship. Audits are carried out by Intertek, a multinational inspection, product testing and certification Company. Intertek provides Lumson with a **Workplace Conditions Assessment Report** which investigates five core aspects: Labor, Wages & Hours, Health & Safety, Management Systems and Environment. Each area is assessed and given a percentage score based on the supplier's performance and the number of non-compliances. The report is later submitted to Lumson's evaluations, which decides whether the Company can be included in the Company's supply base.

The involvement and collaboration with suppliers are of fundamental importance for Lumson, even in the development phase of new products, both in terms of raw materials, for which joint studies and research activities are planned, and in terms of products and their design.

Shared value creation

Being a cosmetic packaging sector leader in the Italian market, Lumson strongly contributes to the shared value creation in the territory where the Company operates. Contributing to the local economy benefits nearby communities and all other stakeholders, including customers and end-users. The Company's philosophy focused on local opportunities has allowed it to operate and grow organically and sustainably since its beginning in 1975. Local community is therefore a key Lumson's stakeholder: poor reputation and weak relations with local people, businesses and institutions would result in negative impacts on the Company's performances.

Lumson has established a **solid relationship with the local community**, both to attract talent and to strengthen its reputation. The Company prioritizes local production both in-house and through contract suppliers, thus generating **wealth and job opportunities** for workers residing in the nearby territory.

The main indicator that provides measures on the company value creation is the **direct economic value generated and distributed**, reported in the table below.

GRI 3-3 Management of material topics

GRI 2-6 Activities, value chain and other business relationships

GRI 201-1 Direct economic value generated and distributed

ECONOMIC VALUE GENERATED AND DISTRIBUTED (€)	2023	2024	2025
Economic value generated⁵	116,967,989	133,326,024	121,079,082
Economic value distributed	101,742,097	114,180,157	108,837,703
Operating costs	68,847,626	80,446,014	72,660,381
Remuneration of personnel	19,721,113	21,475,853	20,719,234
Remuneration of providers of financial capital	8,513,424	7,593,110	11,462,491
Remuneration of public institutions	4,449,334	4,589,430	3,812,466
Investments in communities	210,600	75,750	183,131
Economic value retained	15,225,892	19,145,867	12,241,379

Despite a challenging macroeconomic environment shaped by geopolitical tensions and inflationary pressures - which led to a slight decrease in the economic value generated, from €133 million to €121 million in the reporting fiscal year - the results achieved nonetheless confirm the competitive strength of Lumson's market strategy. This strategy continues to prioritize innovation, customer satisfaction, and organic growth, while maintaining a strong focus on sustainability as a key driver for seizing business opportunities and pursuing ambitious economic goals.

⁵ Calculated as the value of production.

Data privacy and security

Data privacy & security management directly impacts Lumson and its business activities. The Company holds sensitive employees, customers, suppliers and external personnel data used to manage business, commercial and employment relationships. Data protection procedures are therefore necessary to safeguard the right to privacy and mitigate the risk of disclosure of sensitive information. At the same time, a correct handling of cyber-security tools can improve information safety and accessibility.

In compliance with the **General Data Protection Regulation (GDPR)**, Lumson assigns the oversight of privacy-related procedures and documents to the Data Protection Officer (DPO). Lumson requires anyone who may come into contact with sensitive data to sign a **confidentiality agreement** that imposes specific obligations and legal requirements on the handling of data. In 2023, Lumson also strengthened its commitment towards data privacy and protection by publishing the updated **GDPR-related manual** and annexed documents.

To guarantee informatic tools' security, Lumson applies a dedicated procedure on the responsible use of informatic resources, including guidelines on the use of laptops, smartphones, tablets, internet and storage devices. The goal is to prevent cyber-attacks such as viruses, malware and phishing. The policy applies to employees, agents, consultants and anyone acting on behalf of the Company.

In 2024, Lumson developed and issued a comprehensive suite of **data privacy and information security policies** covering security incident management, access controls, responsible use of IT resources, secure web browsing, and the management of encryption and remote access.

GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Additionally, beginning in 2024, Lumson has implemented a strategic cybersecurity plan aligned with both the GDPR and the ISO/IEC 27001 standard, aimed at strengthening its overall information security framework. The main actions include the following:

1. Infrastructure Security Improvement

- Completion of the **vulnerability assessment** (May 2024) with activation of corrective actions;
- Full renewal of the IT infrastructure with **Cisco** solutions **compliant with ISO 27001 standard** (2025);
- Upgrade of approximately **50 company servers**, including third-party systems (2025).

2. Operational Security Reinforcement

- **SentinelOne (EDR) antivirus** installed on all devices;
- **Firewall upgrade** completed in 2024;
- Implementation of a **SIEM system** for centralized security event monitoring;
- **Multi-factor authentication (MFA)** introduced on all users; extension to the servers and devices via **Cisco DUO**, completed in June 2025;
- Elimination of generic accounts and migration to named user access with MFA.

3. Regulatory Compliance

- Formal appointments of **system administrators** in accordance with GDPR;
- Infrastructure designed in compliance with **ISO/IEC 27001 standards**;
- **NIS 2 assessment** (January 2025) certified by Studio Chiomenti: Lumson is not within the scope of application.

4. Testing and Training

- **Penetration test** completed in June 2025;
- **Phishing test** completed in 2024;
- **Security awareness training program** carried out in Q4 2025 with the support of CyberGuru Platform.w

Lumson continuously monitors data access through log files and has implemented an incremental backup system to ensure data availability and recovery in the event of a cyber-attack.

In addition, an extensive data migration initiative – encompassing systems such as MES and QUARTA – has been underway since 2023. The full migration to a new ERP system is scheduled for completion by the end of 2027. This cybersecurity program represents a major strategic investment, aimed at enhancing the Company's digital resilience, improving risk management and ensuring ongoing compliance with international standards.

Looking ahead to 2026, the Company plans to upgrade its external and internal perimeter hardware firewalls.

These advancements enabled Lumson to obtain ISO 27001 certification in 2025, confirming that its data management system aligns with the standard. In the same year, Lumson also received the CyberVadis Gold Medal, recognizing its advanced maturity in cybersecurity and cyber-risk management.

Lumson aims to maintain zero incidents related to customer privacy, annually. In 2025, no incidents concerning breaches of customer privacy and losses of customer data have occurred.

Product

- 57 Strategic innovation & respect of intellectual property
- 60 Product quality and end-users' safety
- 62 Resource inflows and sustainable materials
- 65 Circular economy and resource outflows

Strategic innovation & respect of intellectual property

The cosmetic industry is continuously renewing itself with constantly evolving trends and the packaging market is required to follow this evolution by adopting the most innovative aesthetics and functionalities. Creativity and inventiveness, both from an artistic and technological point of view, are fundamental to guarantee Lumson's competitive position in the market. Moreover, innovation plays a key role in **developing sustainable solutions** and represents one of the Company main drivers for success. Lumson's innovation approach is currently focused on developing eco-friendly alternatives, both following the market requests and complying with the Company's sustainability values.

Lumson annually invests a substantial part of its resources in its innovation process, with the aim of researching the best and most advanced solutions combining its distinctive traits: design, quality and functionality. **Research and development** represent a strategic investment to secure the Company's success and evolve the product offer, constantly updated and renewed to meet market needs. Research and development projects are aimed at renewing designs, shapes and formats, coupled with more strategic and ambitious goals.

Being an innovation-focused Company, Lumson constantly takes significant risks regarding anticipated market trends, potentially resulting in poor competitive positions, or investments in new projects that may later be revealed to be unsuccessful. To mitigate such risks, Lumson spends significant resources on **market analysis, trade fairs participation** and frequent **meetings with customers** to listen to their requests and propose innovative ideas. Listening to clients is especially crucial to guarantee that the innovation process is adapted to stakeholders' needs. Innovative ideas are firstly implemented as prototypes and pilots that are carefully evaluated and, whenever possible, shared with customers to be refined. Only the most promising designs are scaled up to the industrial level.

The innovation process at Lumson is managed by the **Innovation Meetings**, chaired directly by the President and attended by senior management, marketing, sales and technical functions. These monthly meetings are held to evaluate all the ideas coming from different channels - independent ideas, market suggestions, customer requests, etc. - and to update ongoing projects. Any request for new product development is managed through the **NPR (New Product Request) process**, which is overseen by the Innovation Meeting and Lumson's Business Developer. Documents, reports and action plans are created, shared and archived by the Innovation Meeting members. Once a new project is approved, it is regularly monitored by the marketing function to plan its launch. In addition, Lumson has created an internal technical committee dedicated to the evaluation and application of new regulations and/or directives proposed by trade bodies in the field of innovation.

Lumson's innovation process is especially relevant for its contribution to sustainability in the cosmetic industry. As part of the Company's compliance to EU circular economy policies, Lumson intends to study and develop a new generation of cosmetic primary packaging with increased sustainable value by focusing its innovation process on the following objectives:

- Development of new packaging designs based on the **3Rs principles (Reduce, Reuse, Recycle)**, including the introduction of renewable and mono-material solutions and airless refill systems;
- Development of new packaging designs aimed at **improving cosmetic product preservation and user experience**, introducing innovative dispensing systems focused on the shelf-life's extension and barrier solutions compatible with recycling principles.

Over the years, Lumson received numerous awards for its innovative products. In 2022, the Company was given three awards (Best Packaging for **Ecompact**, Innovation Awards and Premio dei Premi National Innovation Award for **X-paper**) for its **sustainable innovative designs**. Please see additional information about Lumson's awards in the "Integration of sustainability in the Company strategy" chapter.

In addition to product research, Lumson constantly renews its production processes to improve the Company's energy and/or material efficiency. As an example, a **new in-house coating line** without water abatement system has been installed in 2022, which led to **lower energy and water consumption** and the **elimination of sludge disposal**.

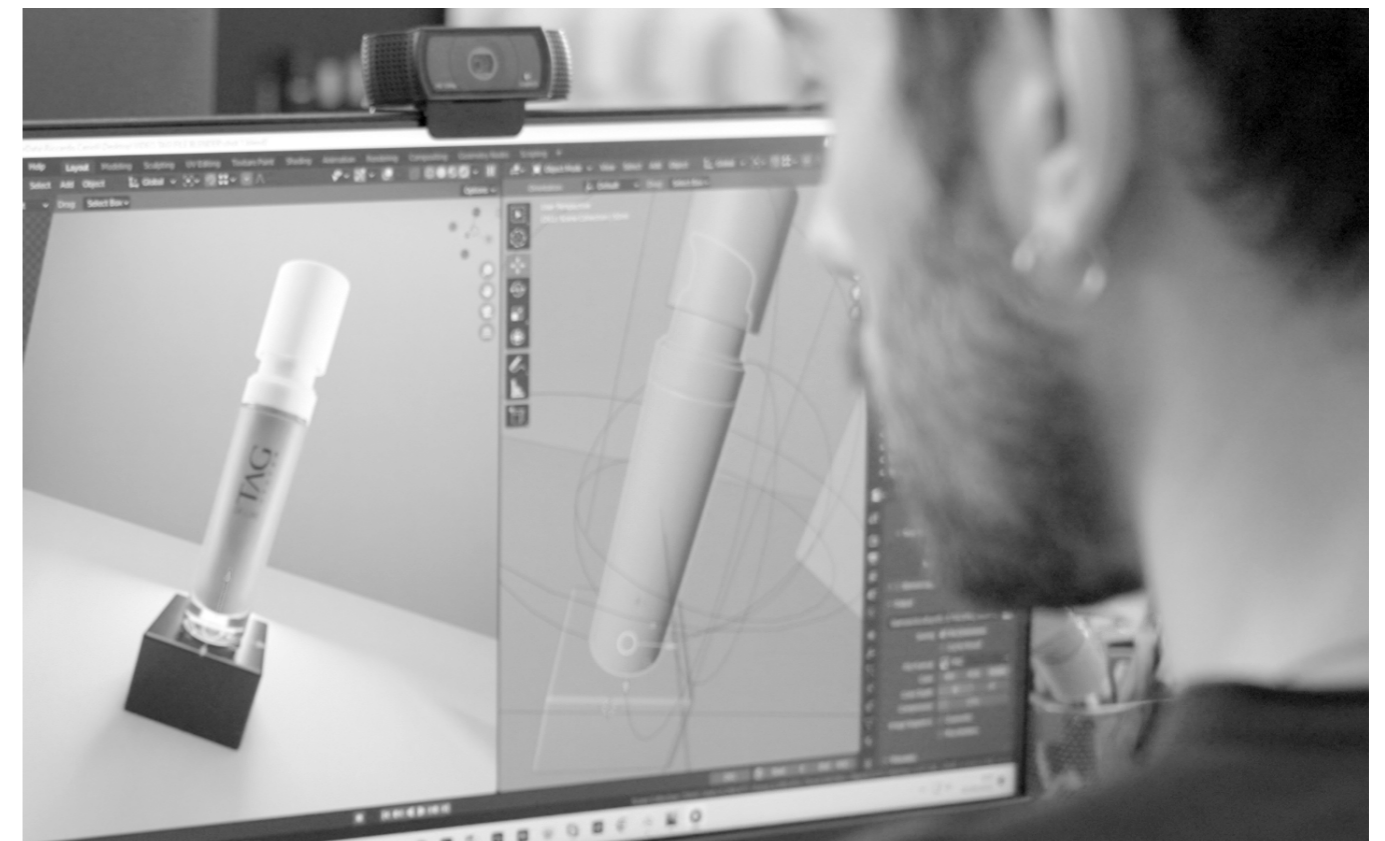
Moreover, an **Industry 4.0** project has been implemented in Lumson since 2018, with the purpose of implementing digital solutions to enable the remote monitoring and functioning of the Company's machinery and plants. The 4.0 software installed provides several benefits throughout the industrial process, since it allows to interact with machineries and to monitor production data, anomalies and causes of operations' interruption, as well as to deliver production scheduling.

All Lumson's sites are integrated with 4.0 software, involving 51 machineries in total: 37 in Capergnanica, 6 in Ticengo, 4 in Santa Maria di Sala and 4 in San Giuliano Milanese. This software allows to perform remote assistance and to receive in real time data about the equipment status and the ongoing production process - including products and waste pieces, alarms and anomalies. With the objective of further implementing Industry 4.0 initiatives, in 2023 Lumson obtained a tax credit aimed at the technological and digital transformation of production processes. Lumson aims to achieve the **Industry 5.0** certification. In 2025, the Company certified seven new assets under Industry 4.0 standards at the Capergnanica site and one machine under Industry 5.0 standards at the Santa Maria di Sala site, further supporting its strategy on technological innovation and sustainability.

With the purpose of strengthening its innovation process through partnership and market's development monitoring, Lumson participates in several trade organizations. In addition, consultancy contracts were concluded with research institutes such as the Politecnico di Milan for the in-depth study and evaluation of new materials and processes.

Intellectual property is a fundamental tool to protect Lumson's investment in research and innovation while safeguarding the Company creative heritage. Protecting products that are innovative in design, functionality and sustainability generates a positive impact on Lumson's business due to its products' uniqueness and differentiation from competitors. Customers will address Lumson when searching for unique and irreplaceable pieces, considering the Company's innovation and design distinctive attractiveness.

Lumson recognizes intellectual property of strategic relevance. Every new innovative design and idea is **subjected to patent search and filing** with the dual purpose of verifying that it is innovative and protecting it from future copying. The intellectual property management process is directly chaired by the Company's President. Continuous monitoring of new products placed on the market is carried out to verify the non-violation of the Company patents. In parallel, Lumson verifies that each modern design does not infringe existing patents in force. To increase Lumson's commitment towards protection of innovation heritage, the Company began a collaboration with a consultancy agency specialized in patent properties. This collaboration allowed Lumson to implement a time-bound monitoring of relevant documents aimed at verifying market's patents and competitors' behaviour towards Lumson's intellectual property.



Product quality and end-users' safety

Lumson's top priority is to provide products that fully comply with strict health and safety requirements, considering that cosmetic packaging is intended for end consumers. Quality and safety risks are closely linked to the nature of Lumson's industry and, beyond potentially affecting consumers, they may also lead to legal issues and reputational damage for the company.

Failing to meet the required quality and safety standards can also limit our ability to satisfy key customers, potentially harming Lumson's reputation and weakening overall business performance.

In the cosmetic sector, **packaging is especially critical** to maintain **high safety and quality standard** to the end consumer. Packaging is in fact a crucial element to guarantee protection from mechanical, environmental and chemical/biological factors that could affect both the product's quality and safety.

Being part of the cosmetics manufacturing and commercialization industry, Lumson is obliged to ensure its products' safety under specific legal requisites, both concerning final products and materials. Cosmetic products are regulated under numerous legislative requirements aimed at guaranteeing and protecting end-consumers' safety. Regulations require marketed cosmetics **to be safe for human health** when used under normal or reasonably foreseeable conditions of use, by also providing **specific evaluation processes**.

As a result, Lumson has developed **sophisticated control systems** designed to safeguard products' safety, without affecting aesthetic and functional high-quality standards.

Lumson's **Regulatory Department** and **HSE function** are the bodies in charge of verifying that any incoming raw material complies with the relevant regulation in force. Their main purpose is to avoid the introduction of materials that could be hazardous to consumers' health and safety in the production processes and, subsequently, into the market.

Lumson applies a **QHSE Policy** that formalizes the Company's commitment to maintaining a certified management system and adhering to **Good Manufacturing Practices (GMP)**. The Company is certified in accordance with **ISO 9001**, the main international standard that defines requirements and guidelines to operate in full compliance with product and process quality. Lumson communicates its commitment to products' quality and safety through the following procedures:

- **Management Responsibilities** (PO.LMS.5-1);
- **Introduction of new plastic materials** (PO.LMS.8.3-8);
- **Management internal inspection audits** (PO.LMS.9.2.1);
- **Continuous improvement and corrective actions** (PO.LMS.10.1-1);
- **Customer reports and complaints management process** (PO.LMS.10.2-1);
- **Risks and opportunity management** (PO.LMS.6.1-1);
- **Identification and traceability** (PO.LMS.8.5.2-2);
- **Declaration of compliance with conditions for cosmetic packaging in the marketplace.**

GRI 416-1 Assessment of the health and safety impacts of product and service categories

GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

In addition, the conformity of raw materials and purchased components is assessed against the requirements provided in the following regulations:

- **Regulation (EC) No 1907/2006** concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH);
- **Regulation (EC) No 1223/2009** on cosmetic products;
- **Directive 94/62/EC** on packaging and packaging waste;
- **Regulation (EC) No 1935/2004** on materials and articles intended to come into contact with food;
- **Regulation (EU) No 10/2011** on plastic materials and articles intended to contact food;
- **Regulation (EC) No 1272/2008** on classification, labelling and packaging of substances and mixtures (CLP – Classification, Labelling and Packaging Regulation);
- **Commission Regulation (EC) 2023/2006** on good manufacturing practice for materials and articles intended to come into contact with food (GMP – Good Manufacturing Practices);
- **FDA Regulation** (CFR – Code of Federal Regulations, Title 21);
- **Proposition 65 – Safe Drinking Water and Toxic Enforcement Act** (1986 California Proposition);
- **Conflict Minerals Regulation** on minerals responsible sourcing.

Lumson is committed to keeping updated of any changes in the regulatory environment that may affect packaging safety. The company also requires its suppliers to provide up-to-date regulatory documentation, along with any additional information requested by customers.

In line with European legal requirements, Lumson conducts **health and safety impact assessments on 100% of its products**. To support this process, the company's internal procedures include the review of Safety Data Sheets (SDSs) and regulatory declarations supplied by its vendors. Control activities are carried out at two levels:

1. Verification of SDSs and suppliers' declarations on raw materials and articles/components against the legal requirements reported in Lumson's **Declaration of Compliance with Conditions for Cosmetic Packaging in the Marketplace** and Lumson's technical specifications (Regulatory Department);
2. Verification of SDSs compliance with respect to Lumson's personnel **health and safety procedures** (HSE Department).

Lumson relies on the Quarks Safety platform to manage and assess chemical risks and to monitor the regulatory compliance of raw materials. The platform allows the company to efficiently organize material data sheets - including safety specifications - conduct rapid analyses, track updates to registered documents, and stay informed about any regulatory changes.

Lumson has an annual target of **zero incidents of non-compliance** concerning the health and safety impacts of products. In 2025, no incidents of non-compliance are reported.

Additional information on Lumson's incidents of non-compliance concerning the health and safety impacts of products can be found in *Performance indicators*.

Resource inflows and sustainable materials

Lumson is committed to integrating circular economy principles into its production processes as a means to enhance environmental sustainability, optimise resource use and reduce waste. Embracing these principles not only supports responsible production but also strengthens the marketability of its products, contributing to long-term revenue growth and brand reputation.

As part of its **proactive risk management approach**, Lumson continuously monitors regulatory and compliance developments related to the circular economy in the EU and other key markets. In particular, legislation such as the Extended Producer Responsibility (EPR) frameworks and the Packaging and Packaging Waste Regulation (PPWR) offer valuable opportunities to align with evolving standards and lead in sustainable packaging innovation. Compliance with these measures positions Lumson to reduce legal and financial risks, streamline operations and maintain access to critical markets. By anticipating requirements such as recyclability and design-for-recycling under the PPWR, Lumson is strengthening its internal processes and product strategies.

This ensures continued regulatory alignment while reinforcing its role as a responsible, future-oriented player in the cosmetics packaging industry. Given such premises, Lumson's innovation commitment is strongly focused on developing products that meet **sustainable criteria** defined by a **circular economy**.

The eco-design principles applied by Lumson are aimed at:

1. **Minimizing the use of virgin materials**, favouring those coming from renewable sources and
2. Considering the **products' end of life** during the development phase, with the purpose of minimizing waste by developing reusable options and introducing recycled content in the production process.

As part of its product development sustainability commitment, Lumson adopted the **"three Rs" principles**:



REDUCE

Reducing is a priority for Lumson. To increase the restitution rate and to make packaging more efficient, the Company **eliminates the use of every unnecessary component** and makes products lighter, increasing **material efficiency**.



REUSE

More **refillable packaging** will be added to Lumson's portfolio. All packaging is designed to be **easy to use** and considering the **entire product lifecycle**.



RECYCLE

Lumson is aimed at increasing the use of **post-consumer recycled materials** derived from mechanical and chemical recycling. At the same time, the Company will seek materials with **high recyclability** and phase out those that cannot be recycled in practice and at scale, such as thermoplastic resins.

GRI 3-3 Management of material topics (Circular economy - Resources inflows)

GRI 301-1 Materials used by weight or volume

GRI 301-2 Recycled input materials used

Product development at Lumson begins with **Innovation Meetings**, which establish strategic guidelines later applied throughout the design and production phases. Key operational functions - such as technical designers and purchasing teams - are actively involved in decisions related to circular product design. Technical designers focus on creating new products with reduced weight and enhanced ease of disassembly, supporting recyclability. Meanwhile, purchasing teams are tasked with identifying and selecting the most suitable partners offering sustainable material solutions, including post-consumer recycled (PCR) and mono-material options.

Life Cycle Assessment (LCA) has become part of the product development process, managed by Lumson's team. The Company employs the **SPICE tool** to conduct simplified LCAs on strategic product lines, particularly best-sellers. This tool is used to evaluate the environmental performance of packaging types - including jars, airless systems (across material configurations), droppers and refillable solutions - by comparing alternative versions to identify those with a lower environmental impact. Thanks to the use of the SPICE tool, in 2025 Lumson carried out an assessment of the environmental impact of the *Eco Pump* and the *FREE PUMP (250 ml - 30 ml)*. The estimates generated by the tool - based on the materials used, component weights and the origin of raw materials - highlighted a saving in CO₂ emissions amounting to 0.01 g CO₂ eq.

Sustainable materials are increasingly recognized as strategic assets that enhance Lumson's competitiveness and reinforce its commitment to environmental responsibility. The selection of raw materials is guided by end-of-life considerations, prioritizing renewable, bio-based and recycled inputs, as well as those that are practically and widely recyclable. To track progress, the Company reports annually on purchasing data related to materials. The use of sustainable materials as part of Lumson's strategy is ensured by monitoring new developments through the **NPR (New Product Request) process** and through the **Innovation Meetings**.

To create its products, Lumson uses different materials categories that can satisfy most of the functional, technological, aesthetic and environmental performance.

Glass

Glass is an excellent sustainable material because it is **recyclable** without compromising on quality. In addition, it can be recycled an **infinite number of times**. Lumson offers a wide range of bottles and jars available in **PCR glass**.

Plastic

Lumson produces a vast range of cosmetics packaging using a variety of **sustainable plastic materials**: from **PCR plastics** to **bio-based materials**.

Aluminum

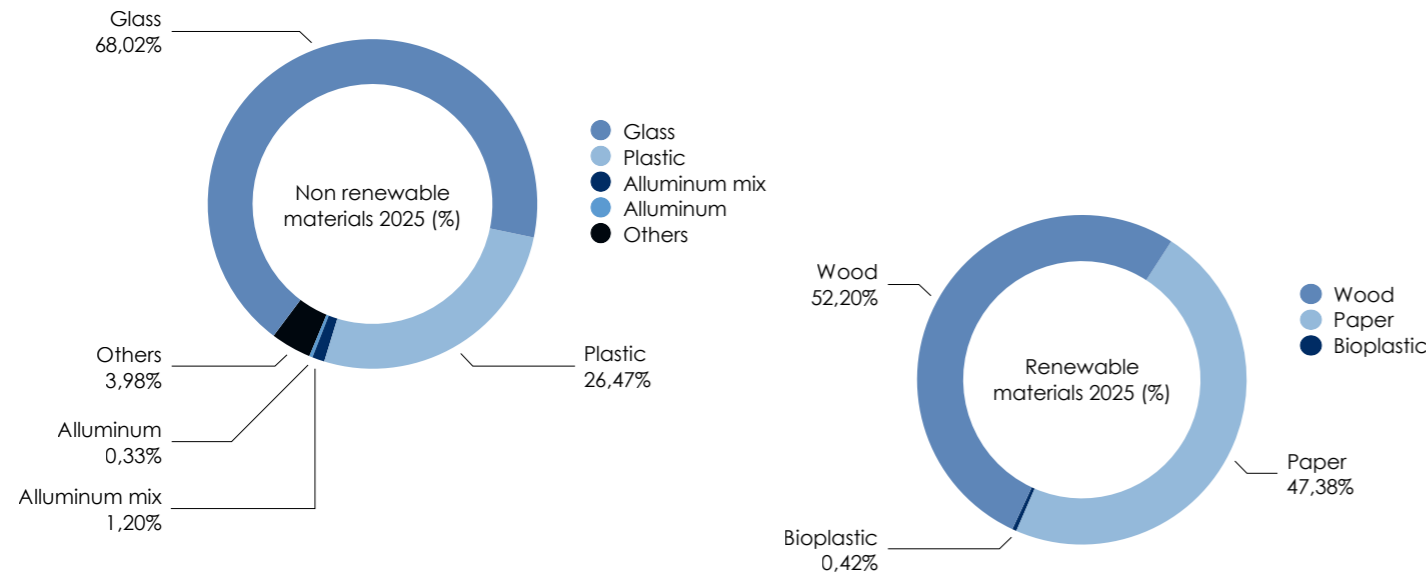
Aluminium is the most common metal on Earth. It is a light and versatile material that **can be recycled countless times** without losing its qualities.

Paper

Paper is a **renewable material**, extremely versatile and recyclable. It represents the perfect solution for packaging with an **eco-design** approach.

Glass is the most widely used material by the Company (62% of the total materials purchased for products in 2025). Lumson uses raw materials that meet both **technical** and **safety-related, national and international regulatory requirements**. All the components in direct contact with formulas are made with materials that are suitable for contact with food and are tested for the absence of specific substances – PFAS, phthalates and endocrine disruptors.

See Performance indicators for additional information about Lumson's materials.



The proportion of **recycled content used in products and packaging** has more than doubled since 2023, rising from 7% to **17% of the total weight of materials**. The use of recycled glass, the material most frequently used by Lumson in its products, increased in two years from 655 to 1,579 tons.

Starting from 2021, Lumson has purchased most of the paper from certified paper suppliers. In 2022, Lumson obtained the **FSC Mix and FSC Recycled certifications** to ensure traceability of the Chain of Custody (CoC) of cardboard used in its packaging. In 2024, these certifications were renewed and extended to include **FSC Mix and FSC 100% certifications** for the chain of custody of wood. In 2025, Lumson renewed all certifications, covering FSC Mix and FSC Recycled for paper and cardboard packaging and FSC 100% and FSC Mix for wooden packaging.⁴

In recent years, Lumson has expanded its product portfolio with two bio-based alternatives: bio-HDPE plastic, a renewable plastic material, and **polylactic acid (PLA)**, a compostable material derived from the processing of sugars found in corn, beet, sugarcane and other renewable natural sources.

As part of its commitment to a more sustainable and mono-material approach, the Company has progressively replaced previously used packaging raw materials with recyclable polypropylene (PP). In 2024, Lumson introduced two mono-material solutions into its portfolio: a **PP lipstick with PCR content** and a **PP dropper with PCR content**.

In 2025, this transition was further strengthened with the launch of **PP Pure**, a mechanically recycled polypropylene certified N.O.L. FDA, and the **FREE PUMP**, a metal-free pump featuring a **RecyClass Letter of Compatibility (Class A)**.

In addition, this year the **circular economy pilot project MEMORA** was launched. The concept was developed in collaboration with the startup Krill Design and researchers from the Politecnico di Milano. At the core of the initiative is **Deluxe**, a 50-ml refillable jar made from post-consumer recycled (PCR) glass and developed by Lumson. The jar's disc, cap, and refill system (inner cup) are produced using ReKrill Uva, a 100% compostable bioplastic created by Krill Design, an Italian startup specializing in sustainable materials derived from food-industry by-products.

⁴ Data on the amount of paper FSC certified is not reported in the GRI 301-1,2 disclosures, as it is not currently subject to monitoring.

Circular economy and resource outflows

Partnerships play a key role in determining Lumson's preparation and commitment towards circular models.

By participating as an institutional member of **Fondazione Politecnico** and a platinum member of the **RecyClass** platform, Lumson can evaluate the impact of design choices beyond what is captured by LCA, particularly in terms of product disassembly and recyclability, including their technical and regulatory aspects. This allows the Company to have a complete and integrated overview of the products' technological and environmental performance.

The **Specchio project**, launched in 2020 and completed in 2022, led Lumson to develop new packaging solutions designed to reduce plastic use. The project was carried out in collaboration with Pharma Cos and IDM Automation, with the support of Fondazione Politecnico. It engaged all partners in the development of a new generation of make-up products, enhancing sustainability performance across the entire supply chain.

In 2024, Lumson joined the **COSmOPOLITA project** (COsmetic Sustainable Packaging Options for ITALian leadership in the beauty sector) funded by the Italian Ministry of Enterprises and Made in Italy, which focuses on the development of innovative and sustainable cosmetic packaging solutions - specifically targeting recyclability, packaging reuse and product life extension.

During the same year, Lumson also became a member of **CETIE**, with the goal of contributing to the European Commission's efforts in developing recyclability guidelines for glass under the Packaging and Packaging Waste Regulation (PPWR).

In addition, as previously mentioned, in 2025 Lumson launched the **MEMORA project**. Through this initiative, the Company took part in the Spoke 5 program of MUSA (Multilayered Urban Sustainability Action). The project enabled Lumson to take a further step in transforming one of its products into a digital tool.

Thanks to funding from the Italian Ministry of University and Research under the PNRR (National Recovery and Resilience Plan), and in cooperation with leading Milan-based universities – University of Milan-Bicocca, Politecnico di Milano, Bocconi University, University of Milan, and Università Cattolica del Sacro Cuore – as well as several public and private partners, Lumson developed the **Deluxe jar**.

The product is made from grape waste and is equipped with an integrated **NFC chip**. The chip provides easy access to a consumer platform developed by the brand. The platform includes technical information, authentication, anti-counterfeiting features, and traceability data. It also offers dynamic and ethical content aimed at promoting reuse and recycling of the packaging. In addition, it enables participation in loyalty programs and other brand initiatives.

GRI 3-3 Management of material topics (Circular economy - Resource outflows)

GRI 306-2 Management of significant waste-related impacts

Lumson's circular approach to product design

Thanks to LCA analysis and strategic partnerships, combined with technological and design expertise, Lumson has recently launched on the market some innovative products following its circular approach:



In 2025 Lumson launched the **FREE PUMP**, a pump conceived without any metal component, with a **A class RecyClass** Letter of Compatibility.

In 2024, the Company developed **X-TAG**, its first line of **airless refills**. Aesthetics, safety and sustainability are the key elements of this unique high-quality solution, which combines the advantages of a refill system with the benefits of an airless glass design with pouch.



In 2021, Lumson launched the **TAL** (Techno Airless Aluminium) product format in **up to 100% PCR aluminum**, achieving an important milestone concerning its commitment towards materials' circularity.

Lumson also realized a **mono-material lipstick** with base, cap and mechanism entirely made in polypropylene. The mono-material lipstick is designed for meeting the technical recyclability guidelines and to further improve the environmental performances by improving circularity features. Lipsticks are also available with base and cap made in **100% PCR (post-consumer recycled)** polypropylene.



PP-Light is an airless packaging realized with an 80% HDPE-PCR bottle from post-consumer mechanical recycling. This product launched in 2022 is 25% lighter than the standard Lumson APP355 equivalent. This airless packaging also ensures cosmetic formula preservation, due to the presence of a pouch airless system providing a barrier to external sources.



The multi-award-winning **X-Paper** – launched in 2022 – is an airless paper packaging with a rigid cardboard bottle. This product has two main qualities accomplishing circular principles:

1. **Recyclability:** X-Paper is made of a 100% recyclable cardboard bottle, a removable plastic inner pouch, a plastic airless pump and a PP/PCR PP over cap. The final consumer can easily separate the plastic components from the paper bottle and recycle each part appropriately.
2. **Lightweight:** the 50ml X-paper outer shell weights 43% less than a PET bottle of the same size, providing multiple environmental benefits due to lighter mass from transportation to disposal.

Re-Place is a glass jar with a removable and replaceable internal cup. The cup can be extracted and refilled once the product is finished, while the external container is fully recyclable and can also be reused after the internal cup is removed.



Other than product design, Lumson constantly monitors data regarding production materials outflows, especially concerning operational waste disposed and recovered.

The packaging production cycle, particularly the blow molding process, generates scrap material in the form of:

- Parison tubes;
- Items that do not conform dimensionally and/or functionally and/or aesthetically.

At the Santa Maria di Sala plant, these scraps are reduced to coarse flakes by soundproof granulators in each production machine. The flakes are then **reintroduced into the manufacturing process** at a defined rate, which in 2025 accounted for approximately 6% of total scrap. The scrap and/or surplus non-compliant items are ground in a dedicated mill area and then sent to the disposer with the appropriate waste identification form.

At the production sites in San Giuliano Milanese and Capergnanica, some of the scraps from the injection molding processes are sold to a third-party company that deals with the recovery of industrial waste and then reintegrates into other production processes.

In 2025, Lumson launched a **pilot project** aimed at reducing **blowing and injection molding scraps**. During the year, this initiative resulted in a 45.2% reduction in blow molding waste.

Data on production scraps are kept under constant review to pursue higher rates of recyclability and recoverability.

Environment

69	Lumson's commitment to environmental management and governance
70	Emissions, energy efficiency and climate change
80	Waste management
83	Water management

Lumson's commitment to environmental management and governance

Environmental responsibility is an integral part of Lumson's corporate culture and shapes its relationships with all stakeholders. In addition to its ESG Policy, the Company established an **Integrated QHSE Policy** that outlines the environmental principles and objectives it follows. All Lumson employees, as well as third parties involved in the Company's activities, are required to comply with QHSE Policy in carrying out their tasks and planning their activities.

The implementation of the Policy is supported by Lumson's certified environmental management system, in accordance with the **UNI EN ISO 14001:2015 standard**.

Lumson's environmental commitment focuses primarily on reducing its impact, with particular attention to energy and material consumption. At the same time, the Company actively promotes environmental awareness among employees, external professionals, suppliers, and contractors, considering it a strategic lever to foster continuous improvement in business performance.

Lumson considers the fight against climate change and the responsible management of energy resources to be fundamental pillars of sustainable development and, through its **ESG policy**, is committed to:

- Ensure and promote compliance with national and international regulations, applicable in the jurisdictions where the Company operates, governing energy use and greenhouse gas (GHG) emissions;
- Implement investments aimed at sourcing and internally producing energy from renewable sources;
- Optimize the use of resources through energy planning and the implementation of efficiency initiatives;
- Measure and monitor performance indicators related to GHG emissions, in both the Company's own operations and across the value chain, in order to guide improvement actions;
- Limit GHG emissions by setting reduction targets and identifying key decarbonization levers;
- Evaluate the Company's performance through sustainability ratings, ensuring accountability and commitment regarding climate-related impacts;
- Guide the planning and construction of new plants, as well as the management and maintenance of existing ones, according to climate adaptation principles.

A significant part of Lumson's environmental commitment concerns its innovative approach towards materials' sustainability and circular economy models, as displayed in the *Circular economy and resource outflows and Resource inflows and sustainable materials* chapters. The same principles of resource savings and recoverability are applied, in addition to product design and development in operational activities concerning waste, water and energy.

Lumson must consider several risks linked to its industrial processes that could directly affect the local environment. These include potential emissions from varnishing and decorating operations, the disposal of sludge generated by the water treatment system supporting these processes, and the production of various types of waste.

To address and mitigate these risks, Lumson ensures full compliance with local and national regulations and manages potential environmental impacts through certified and responsible management systems. The Company also relies on international standards to assess its environmental performance, ensuring continuous monitoring of key indicators related to impacts on the surrounding areas. Regulatory authorities are regularly provided with updated reports on Lumson's emissions, pollution levels, waste management, and water related performance.

Lumson has an annual target of zero environmental incidents (e.g., spills of hazardous substances, uncontrolled discharge to water, improper waste management, etc.). In 2025, no environmental incidents were recorded at the Company's facilities.

Emissions, energy efficiency and climate change

Fighting climate change and managing energy responsibly are essential for sustainable development. In a context marked by increasing environmental challenges and growing stakeholder awareness, it is crucial to adopt solutions that help reduce climate impacts across the entire value chain. In this perspective, energy efficiency, the use of renewable resources, and the optimization of production processes are strategic tools to ensure sustainability and business continuity.

Lumson's energy performance is regularly evaluated by the **Energy Manager**, who supports the Company in setting targets and ensures that efficiency measures are implemented according to high quality standards. Environmental indicators related to energy use and Lumson's operational activities are reviewed monthly by the Energy Manager and compared with Company goals to improve energy efficiency.

Each year, Lumson's Energy Manager also conducts a **Climate Change Risk Assessment**, summarizing in a final report the climate risks and opportunities relevant to the Company.

In 2024, a gap analysis was conducted against the requirements of **ISO 50001 certification**, the international standard for energy management, in preparation for the future implementation of an energy management system. This activity is part of a process of regulatory compliance and continuous improvement, also in anticipation of forthcoming legal requirements for energy-intensive companies. Lumson is committed to achieving ISO 50001 certification by 2027.

Energy consumption data are periodically collected and monitored by the Company. In 2025, total energy consumption amounted to **6,975 GJ of direct energy** and **43,782 GJ of indirect energy**. Direct energy consumption was broken down as follows: 2,064 GJ from gasoline and diesel, 235 GJ from LPG, 3,633 GJ from natural gas and 1,043 GJ from solar energy.

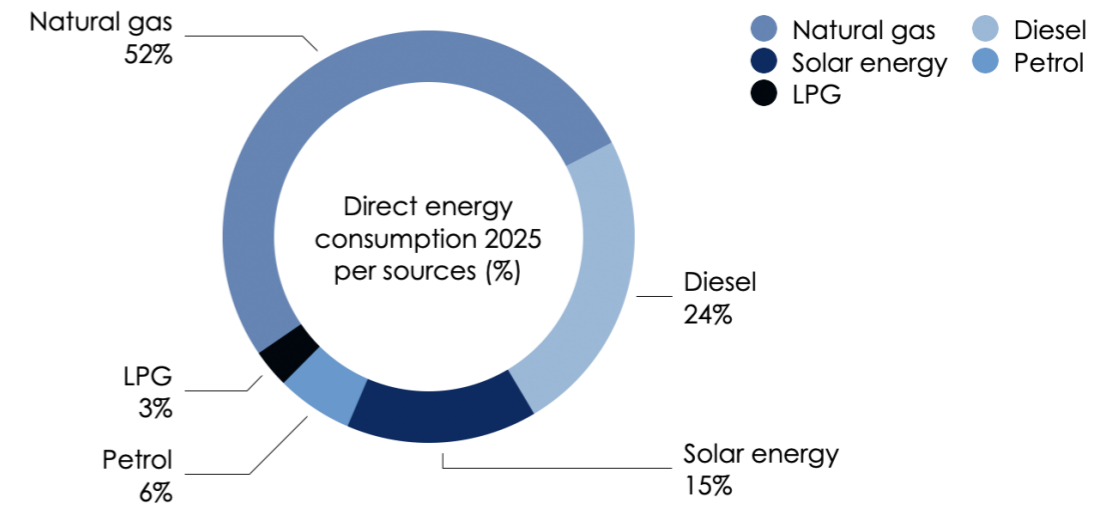
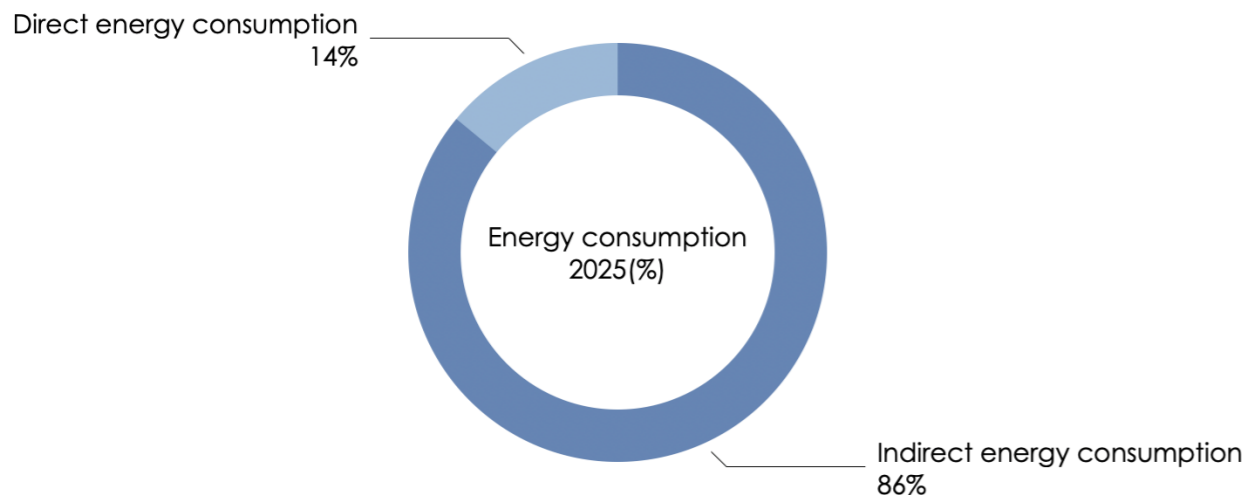
GRI 3-3 Management of material topics (Climate change)

GRI 302-1 Energy consumption within the organization

GRI 305-1 Direct (Scope 1) GHG emissions

GRI 305-2 Energy indirect (Scope 2) GHG emissions

GRI 305-3 Other indirect (Scope 3) GHG emissions



As shown in the graph above, in 2025, the Company's direct energy consumption consisted mainly of 52% natural gas and 24% diesel, followed by 15% solar energy, 6% petrol and 3% LPG.

As part of its commitment to climate change mitigation, Lumson has formally adopted its **Climate Change Mitigation Plan**, updated with the KPIs achieved in 2025. The Plan sets out concrete and measurable objectives to reduce the Company's environmental impact and support the transition toward a more sustainable energy model.

Specific targets are detailed in *Lumson's Sustainability Plan – Towards 2030*.

These targets are aligned with the Paris Agreement commitments and represent a first steps toward achieving climate neutrality by 2050. They are reviewed annually, with progress constantly monitored.

Reduction targets were established based on Lumson's business operations and energy consumption, with a particular focus on Scope 1 and market-based Scope 2 emissions. Approximately 90% of the Company's Scope 1 and Scope 2 emissions stem from electricity usage, making it the primary area of intervention for reducing the Company carbon footprint.

To support its Scope 2 emissions reduction commitments, Lumson is planning targeted initiatives centred on **operational efficiency**, **on-site renewable energy generation** and the **procurement of certified green energy**. These measures will enhance the Company's environmental performance in accordance with ISO 14001 standards and ensure the achievement of its Scope 1 and 2 emission reduction goals. Implementation will be carried out using internal resources, further reinforcing Lumson's commitment to sustainable energy and emissions management.

In 2024, Lumson has joined the **Energy Release 2.0**, a mechanism introduced by the Italian government to encourage energy-intensive companies to develop new electricity generation capacity from renewable sources.

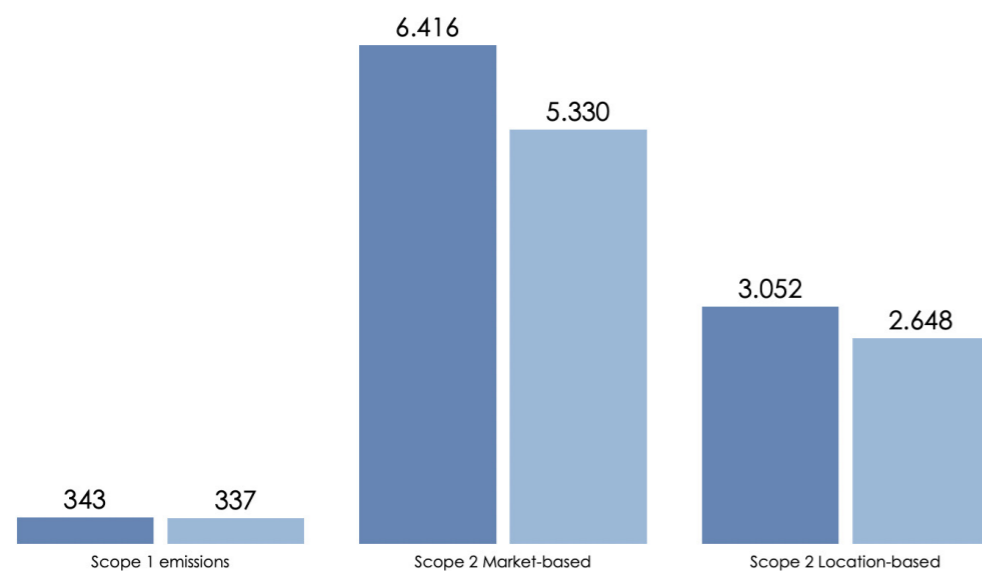
In recent years, Lumson has already implemented the following initiatives in the Capergnanica (CR) Headquarter to reduce energy consumption and associated GHG emissions:

- The installation of a **photovoltaic plant**, which produced a total of **294,820 kWh** in 2025. Most of the energy coming from Lumson's photovoltaic plant is consumed internally, while a small percentage is given to the national power grid. In 2025, the plant covered the **15% of the Company direct energy supply**;
- One of the key instruments identified by Lumson to achieve the objectives is the purchase of **Guarantees of Origin (GOs)**, which support the shift towards renewable energy sourcing;
- In 2024, the replacement of four molding presses, transitioning from hydraulic to electric systems, aimed at reducing associated energy consumption;
- In 2023, the installation of remote-control and temperature lock thermostats to reduce energy consumption coming from offices' heating and cooling;
- In 2023, the introduction of a remote-control and calendar scheduling of air exchange systems in the Headquarter offices.

In 2025, a Company-wide training session was organized to raise awareness on energy saving practices. The initiative involved the Purchasing Department, buyers, and the logistics team, aiming to increase awareness of the energy implications of operational and sourcing decisions and to foster more efficient and sustainable practices.

Lumson S.p.A. is recognized for its transparency on environmental issues and sustainability by the Carbon Disclosure Project (CDP), the global environmental non-profit that runs the world's independent disclosure system. In 2025, the Company achieved a **score of B in all three categories assessed by CDP**: Climate Change, Forests and Water security.

Scope 1 and 2 emissions 2025 vs 2024 (tCO₂eq)



Starting in 2025, Lumson expanded the scope of its greenhouse gas (GHG) emissions monitoring to include the calculation of **Scope 3** emissions, covering indirect emissions related to upstream and downstream activities along its value chain. This first comprehensive assessment, conducted within the organizational boundaries of Lumson S.p.A., serves as a baseline for identifying the most significant sources of impact. This baseline will support the definition of future initiatives and projects aimed at progressively and consistently reducing the Company's contribution to climate change.

In line with the Greenhouse Gas (GHG) Protocol, Scope 3 emissions are classified as **all other indirect greenhouse gas emissions not included in Scope 2, occurring upstream and downstream of the Company's operations**.

The table below provides for an overview of the main CO₂eq emissions generated by Lumson during the reporting period.

CO ₂ eq EMISSIONS	U.M.	2025
Scope 1	tCO ₂ eq	336.64
Scope 2 (Location-based)		2,648.02
Scope 2 (Market-based)		5,329.96
Scope 3		35,401.23
Total Emissions of CO₂eq (Location-based)	tCO ₂ eq	38,385.89
Total Emissions of CO₂eq (Market-based)		41,067.783

As shown in the table, **indirect emissions (Scope 3) represent the most significant share of Lumson's total emissions**. A more detailed analysis of the calculation of the Company's Scope 3 total greenhouse gas emissions is provided below.

The Company designated 2025 as the base year for the assessment of Scope 3 indirect CO₂eq emissions. The establishment of this baseline is intended to support the identification of the most **material sources of emissions** and to inform the development of future initiatives aimed at reducing Lumson's overall climate impact.

In recent years, Lumson has already implemented the following initiatives in the Capergnanica (CR) Headquarter to reduce energy consumption and associated GHG emissions:

- The installation of a **photovoltaic plant**, which produced a total of **294,820 kWh** in 2025. Most of the energy coming from Lumson's photovoltaic plant is consumed internally, while a small percentage is given to the national power grid. In 2025, the plant covered the **15% of the Company direct energy supply**;
- One of the key instruments identified by Lumson to achieve the objectives is the purchase of **Guarantees of Origin (GOs)**, which support the shift towards renewable energy sourcing;
- In 2024, the replacement of four molding presses, transitioning from hydraulic to electric systems, aimed at reducing associated energy consumption;
- In 2023, the installation of remote-control and temperature lock thermostats to reduce energy consumption coming from offices' heating and cooling;
- In 2023, the introduction of a remote-control and calendar scheduling of air exchange systems in the Headquarter offices.

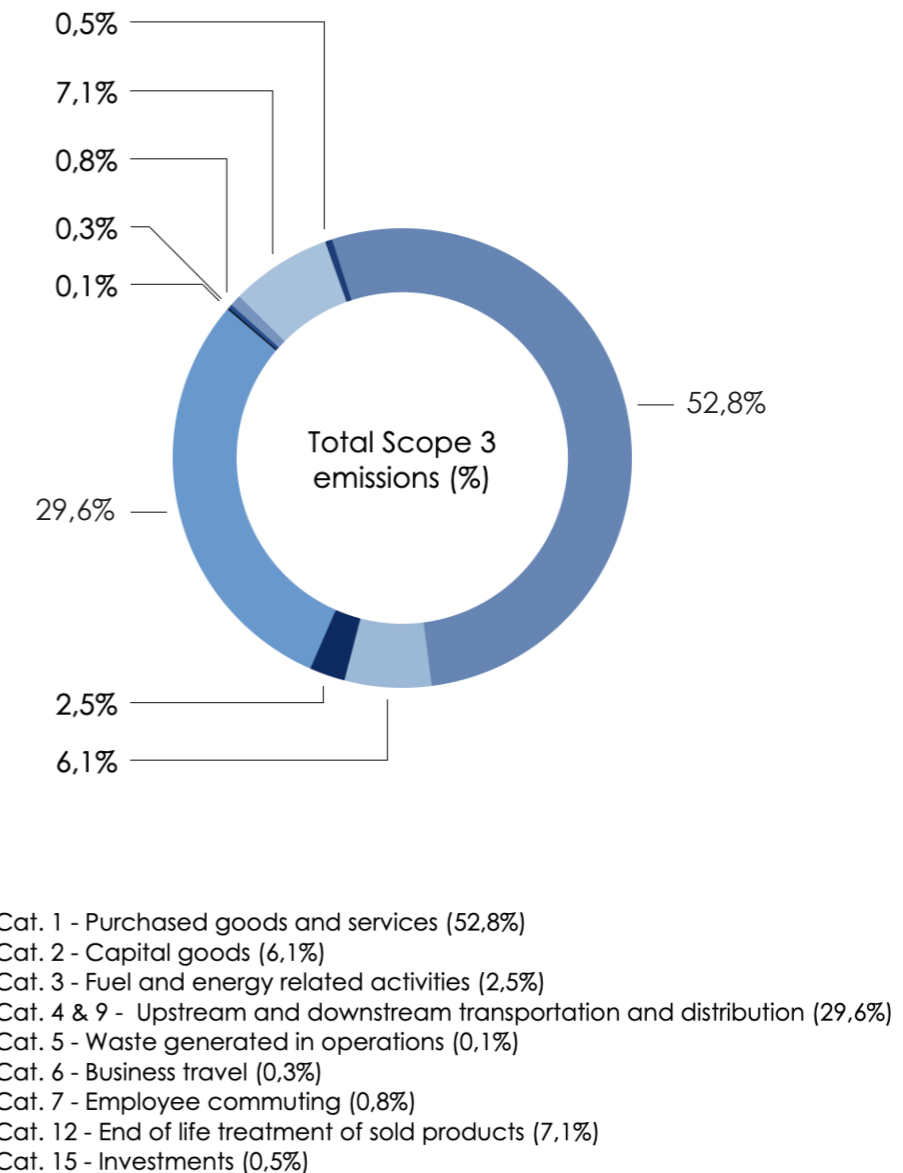
In 2025, a Company-wide training session was organized to raise awareness on energy saving practices. The initiative involved the Purchasing Department, buyers, and the logistics team, aiming to increase awareness of the energy implications of operational and sourcing decisions and to foster more efficient and sustainable practices.

Lumson S.p.A. is recognized for its transparency on environmental issues and sustainability by the Carbon Disclosure Project (CDP), the global environmental non-profit that runs the world's independent disclosure system. In 2025, the Company achieved a **score of B in all three categories assessed by CDP: Climate Change, Forests and Water security**.

The table below presents Scope 3 emission categories and their corresponding CO₂eq emissions.

CO ₂ eq EMISSIONS - SCOPE 3 ⁷	U.M.	2025	INCIDENCE ON TOTAL SCOPE 3	
Cat. 1 - Purchased goods and services	tCO ₂ eq	18,708	52.8%	
Cat. 2 - Capital goods		2,176	6.1%	
Cat. 3 - Fuel and energy related activities		887	2.5%	
Cat. 4 & 9 - Upstream and downstream transportation and distribution		10,474	29.6%	
Cat. 5 - Waste generated in operations		43	0.1%	
Cat. 6 - Business travel		117	0.3%	
Cat. 7 - Employee commuting		297	0.8%	
Cat. 12 - End of life treatment of sold products		2,528	7.1%	
Cat. 15 - Investments		171	0.5%	
Scope 3 Total		tCO₂eq	35,401	100%

As shown by the breakdown of CO₂eq emissions by category reported above, Lumson's main Scope 3 impacts are attributable to indirect emissions related to the **purchase of goods and services (52.8%)**, followed by emissions associated with **upstream and downstream transportation and distribution activities (29.6%)** and emissions related to the **end-of-life treatment of sold products (7.1%)**, these categories represent the most relevant Scope 3 emission sources based on volume, relevance to Lumson's activities and data availability.



Below is provided a detailed overview of the Scope 3 emission categories:

⁷ For the calculation of indirect greenhouse gas emissions (Scope 3), a combination of primary data (e.g. activity data collected from suppliers and internal records) and secondary data was used, including the UK Government GHG Conversion Factors for Company Reporting 2025 issued by DEFRA and emission factors sourced from internationally recognised databases such as Ecoinvent (version 3.12), Eurostat and relevant sector literature. Where primary data were not available, estimates were developed using secondary data sources, in line with the GHG Protocol guidance.

Below is provided a detailed overview of the Scope 3 emission categories:

Category 1: Purchased goods and services

The category related to the purchase of raw materials and services accounts for 52.8% of Lumson's total Scope 3 emissions. In particular, emissions associated with the purchase of raw materials and packaging represent approximately 87% of this category and were assessed using the "Average-Data" method under the GHG Protocol. Emissions arising from purchased services, accounting for the remaining 13%, were calculated using the "Spend-Based" method under the GHG Protocol. Specific emission factors were applied for the calculations (DEFRA 2025, Ecoinvent 3.12 and sector-specific literature). A breakdown of Category 1 tCO₂eq emissions is reported below.

EMISSIONS - CATEGORY 1	U.M.	2025
Cat. 1 - Purchased goods and services		18,708.15
Raw materials	tCO ₂ eq	15,294.61
Packaging		963.64
Services		2,449.90

Category 2: Capital goods

Emissions related to capital goods were calculated using the "Spend-Based" methodology of the Greenhouse Gas Protocol, by associating each expenditure category with the corresponding DEFRA emission factor adjusted to 2025 inflation.

Category 3: Fuel- and energy-related activities

Emissions arising from fuel- and energy-related activities not included in Scope 1 and Scope 2 were calculated using the "Average-Data" methodology of the GHG Protocol. In particular, total CO₂eq emissions associated with the transport and distribution (T&D) of fuels and energy consumed, as well as upstream emissions related to electricity and thermal energy production (Total Upstream), were estimated. The calculation is based on specific emission factors drawn from internationally recognized sources, including DEFRA (2025).

Categories 4 and 9: Upstream and downstream transportation and distribution

Emissions associated with upstream (Category 4) and downstream (Category 9) transportation and distribution were calculated using the "Distance-based" methodology of the Greenhouse Gas Protocol. Specific emission factors, primarily from DEFRA (2025), were applied based on distances travelled and quantities transported. Where available, the calculation was supplemented and validated through analyses provided directly by logistics partners, relating to the emissions generated for Lumson's orders during the reporting year. In addition, emissions linked to the storage of Lumson products in third-party warehouses were estimated using a site-specific approach. This analysis considered information such as average occupancy days, and the corresponding quantities of goods stored within each facility.

As the current level of data availability and consistency does not yet allow for a fully systematic allocation of emissions between Category 4 and Category 9 across all logistics streams, emissions from upstream and downstream transportation and distribution are reported in aggregate, in line with GHG Protocol guidance. Furthermore, the analysis is based on a set of seven suppliers within the reporting boundary of Lumson S.p.A.. The company is committed to progressively enhancing its logistics data collection processes with the objective of enabling and clearer separation between upstream and downstream emissions in future reporting periods.

Category 5: Waste generated in operations

Emissions arising from the management of waste generated by operational activities were calculated using the "Average-Data" methodology of the GHG Protocol. Waste was classified according to the European Waste Catalogue (EWC or CER) code and the corresponding disposal route, enabling an estimation of CO₂eq emissions based on quantities disposed of and treatment type. The calculation was based on specific emission factors from recognized sources, including DEFRA (2025).

Category 6: Business travel

Emissions related to business travel were calculated using the "Distance-based" methodology of the GHG Protocol, considering kilometers travelled and applying specific emission factors by transport mode such as DEFRA (2025).

Category 7: Employee commuting

For employee commuting, emissions were calculated using the "Distance-based" methodology of the GHG Protocol, by multiplying kilometers travelled by each employee by specific emission factors depending on the means of transport used to commute to their workplace. The calculation also took into account days worked remotely and days worked on site during the year under analysis, the analysis was based on emission factors from recognized sources such as DEFRA (2025).

Category 12: End-of-life treatment of sold products

Indirect emissions associated with the end-of-life treatment of sold products were calculated using the "Average-Data" methodology of the GHG Protocol and a waste-type-specific approach. The calculation integrated data on the geographical distribution of material composition, using statistical information on waste management practices and based on the quantities sold by Lumson in the reference year. Emission factors were derived from sources such as Eurostat and Ecoinvent databases, with values differentiated by geographical area and type of treatment.



Category 15: Investments

Scope 3 emissions associated with Lumson's investments in the reference year, not already included in Scope 1 and Scope 2, were calculated using the economic activity-based methodology of the GHG Protocol. Each share of investment in investee companies was associated with emission factors adjusted for inflation to 2025, derived from internationally accredited sources such as DEFRA (2025).

SCOPE 3 CATEGORIES EXCLUDED FROM THE PERIMETER	EXPLANATION FOR EXCLUSION
Category 8: Upstream leased assets	This category was considered not applicable, as emissions arising from the use of leased assets by the company, such as offices, production and logistics sites and warehouses, are already accounted for under Scope 1 and Scope 2.
Category 10: Processing of sold products	This category was considered not applicable, as Lumson's sold products are not subject to further industrial processing by customers that would generate additional relevant emissions prior to their intended use.
Category 11: Use of sold products	This category was considered not applicable, as Lumson's products do not involve any energy consumption or other emission generating processes when used by end consumers.
Category 13: Downstream leased assets	This category was considered not applicable, as Lumson does not own assets that are leased to other entities.
Category 14: Franchises	This category was considered not applicable, as Lumson does not operate any franchising activities.

In the coming years, Lumson is committed to further improving and optimizing its internal information systems to ensure the availability of high-quality primary data, thereby strengthening its capacity to identify and implement effective greenhouse gas reduction measures across its sphere of responsibility.

As further evidence of its strong commitment and in line with leading international sustainability frameworks - including CDP, SBTi, EcoVadis and the UN Global Compact - Lumson defined quantitative greenhouse gas emission reduction targets for Scope 1 and Scope 2, aligned with a 1.5°C trajectory. In addition, Lumson is committed to setting a reduction target that also covers Scope 3 emissions and submitting these targets for validation to the **Science Based Targets initiative (SBTi)**.

Lumson acknowledges the potential risks linked to the evolving European and international climate regulations, particularly those related to greenhouse gas emissions. Consequently, starting in 2023, the Company began aligning its operations with the requirements of the **Carbon Border Adjustment Mechanism (CBAM)** for all assets falling within its scope.

Beyond monitoring GHG emissions, Lumson also conducts regular assessments of other atmospheric and acoustic emissions through ongoing analysis and control activities. These checks ensure that all values remain consistently below the limits established by current regulations, thereby guaranteeing continuous compliance with environmental standards.

For **atmospheric emissions** - as well as other environmental impacts - Lumson carries out monitoring activities in accordance with the requirements of its Integrated Environmental Authorization (Autorizzazione Unica Ambientale – AUA). Monitoring is performed annually at the Capergnanica and San Giuliano Milanese plants, and every two years at the Santa Maria di Sala facility. No significant atmospheric emissions are reported at the Ticengo site. To manage air emissions, Lumson has installed specific abatement systems designed to reduce dust and pollutant substances, as required by the AUA. These systems undergo regular maintenance and replacement, and their performance is verified through dedicated analyses conducted each year.

With regard to **VOCs, SO₂, NOx and heavy metal emissions**, the AUA does not require the installation of abatement systems, as the measured emission levels and mass flows remain well below the legal thresholds. The competent authorities have assessed these emissions as having no significant environmental impact. Additionally, Lumson uses water-based paints, which, unlike solvent-based alternatives, do not require chemical thinners that evaporate during curing and release harmful pollutants into the atmosphere. This choice results in a safer painting process for both the environment and human health.

For **noise reduction processes**, Lumson's production activities fully comply with the limits established by current legislation for noise emissions into the surrounding environment. As a result, no additional noise abatement systems are required. The impact of noise generated by Lumson's production processes is considered negligible, as confirmed by the acoustic measurements carried out for the Integrated Environmental Authorization (AUA). External noise assessments are performed only when requested for AUA renewal, while internal acoustic monitoring within the production departments is conducted every four years.

In terms of **odor pollution**, the main source of emissions was the wastewater treatment plant from the painting process. However, the situation has significantly improved following the replacement of the plant in 2017. The current sludge separator - located indoors and serving the painting department - is composed primarily of closed tanks, allowing for more effective control of odor dispersion. Thanks to this upgrade, the volume of waste generated has been reduced by 60% compared to 2017.

Waste management

The adoption of robust waste management procedures is essential to ensure environmentally compliant business operations. Inadequate waste management can negatively impact operational efficiency and generate environmental impacts that may harm local communities. However, responsible waste handling and initiatives that promote reuse and recycling play a key role in supporting sustainable business practices. Hazardous waste is managed with particular care due to its potential impact on human health and the environment, particularly in relation to chemical substances.

Waste management is handled by Lumson in compliance with local regulations and monitored through the application of internal procedures, as well as the management system certified in accordance with ISO 14001. The supervision of all waste-related aspects - including legal compliance and relations with the competent authorities - is entrusted to the **HSE Director** and the **RSPP** (Head of the Prevention and Protection Service). Data are collected and tracked through waste loading and unloading registers, as well as through the **annual MUD declaration** (Modello Unico di Dichiarazione Ambientale). All waste recovery and disposal activities are carried out by authorized external facilities.

As part of its commitment to sustainability, Lumson aims to **progressively reduce operational waste** by promoting initiatives focused on production efficiency and improved separate waste collection.

The Company has formally adopted a long-term Waste management Plan with the aim of optimising the treatment and recovery of resources and reducing the impact of waste production. The main objective of the Plan includes **achieving 90% recovery of waste produced by 2030**.

In recent years, the following initiatives and investments in waste management have been implemented:

- **Plastic films collection** in special containers to facilitate subsequent recycling in the Capergnanica (CR) Ticengo (CR) and Credera (CR) sites;
- The installation of a new equipment for **sludge waste separation into solid and liquid fractions** to reduce the amount of scrap to be disposed of in the Capergnanica site (CR);
- The substitution of all the cardboard packaging used for the internal transport of pouches - a component of several Lumson's products - with **reusable plastic crates** in all Lumson's site;
- Pilot project at the Santa Maria di Sala site focused on the **reuse and recycling of polymer from production scrap and offcuts**, as well as savings on non-reusable products sent for disposal.

GRI 3-3 Management of material topics (Circular economy – Waste)

GRI 306-1 Waste generation and significant waste-related impacts

GRI 306-2 Management of significant waste-related impacts

GRI 306-3 Waste generated

GRI 306-4 Waste diverted from disposal

GRI 306-5 Waste directed to disposal

In addition to the above-mentioned initiatives, Lumson performs daily actions aimed at minimizing waste-related impacts. The Company waste is collected and separated through **opposite collection points installed in each department**. Glass, plastic, paper, wood and metal scraps are then collected by Lumson's collaborators, recovered and subsequently reused as recycled raw materials. In addition, a consolidated practice to reduce the Company waste consists in **reusing all the secondary glass packaging** coming from glassworkers supplies for Lumson's shipments to customers.

In the blow-molding department of Santa Maria di Sala, a scrap-recovery process has been introduced: non-conforming bottles are milled and recycled internally, significantly reducing the amount of waste sent for disposal. This activity is carried out only when the required quality standards of the final product can be ensured.

In sites where hazardous waste is produced, management follows a structured process. Initially, waste is collected in designated areas with separate containers and then transferred to an authorized temporary storage facility.

Periodically, waste is collected by qualified transporters and delivered to authorized disposal facilities. Each type of waste is correctly identified and labelled according to the corresponding European Waste Code (EWC, in Italy formally known as CER).

For each transfer, the transporter issues a Waste Identification Form (in Italy formally known as FIR), which accompanies the material to the disposal facility and includes information such as the type and weight of the waste, provided by the Company. Once the process is complete, the forms are recorded by the HSE team in the **RENTRI (Registro Elettronico Nazionale per la Tracciabilità dei Rifiuti) system**. RENTRI is the new digital tracking system for waste introduced by the Italian Ministry of the Environment. It will gradually replace paper-based registers and Waste Identification Forms (FIR - Formulario di Identificazione dei Rifiuti) with an online platform, which is being developed with the support of the National Register of Environmental Managers. The RENTRI system aims to improve transparency and efficiency in waste tracking, as well as combatting illegal disposal.

The final responsibility for the entire Lumson's waste management process lies with the HSE Delegate, who ensures that procedures are implemented correctly.

Waste handling is also considered when selecting suppliers, by assessing their transporters/disposers legal permits and the presence of collection points/waste storages in their plants.

To constantly monitor performance indicators and to introduce improvement actions according to the set objectives, data on waste production is **annually collected and reviewed**.

The waste produced by Lumson's production activities is attributable to operations of:

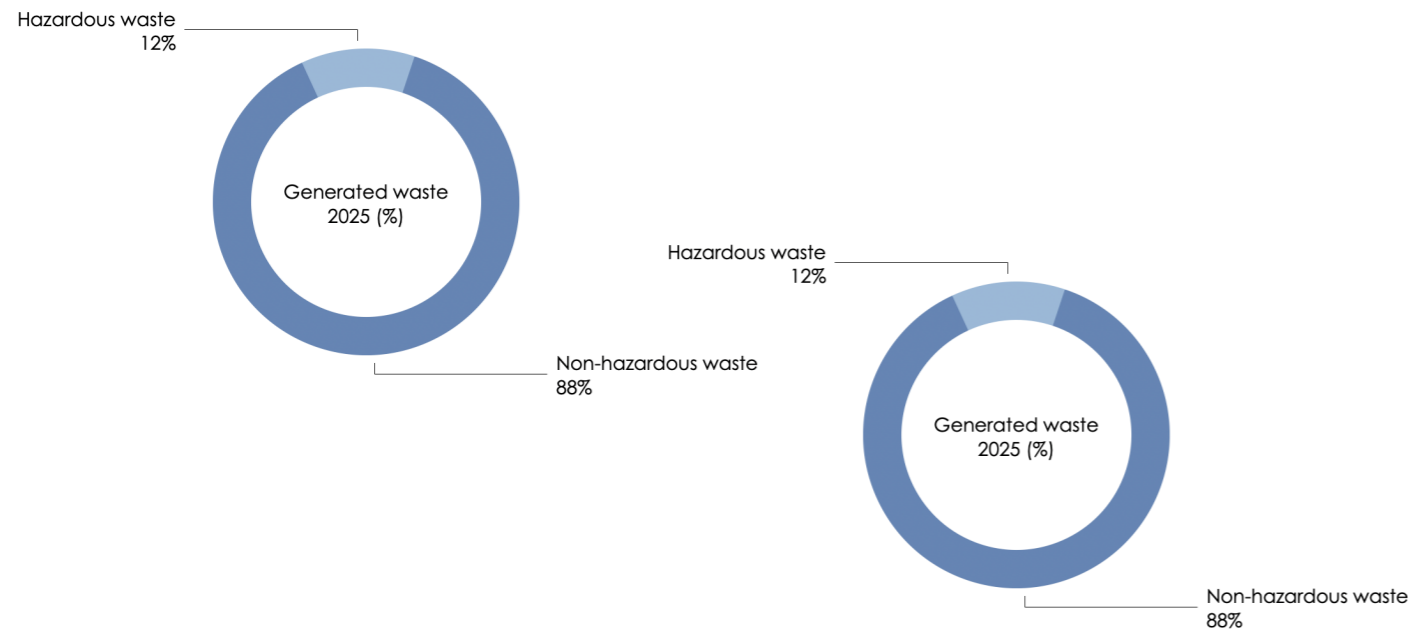
- Injection molding and blowing of plastic materials, generating plastic and mineral oil waste;
- Varnishing and screen printing, generating varnishing-related hazardous waste, as well as glasses waste;
- Assembly, generating plastic, cardboard and paper waste;
- Blowing of plastic materials, generating plastic waste and mineral oil;
- Maintenance activities, generating electrical waste.

Hazardous waste consists of a small percentage of Lumson's generated waste (12% in 2025), coming from varnishing, printing, stamping, assembly and molding operations.

Consistent with the goals set, most of Lumson's **waste** has increasingly **been directed to recovery operations**, from 55% of total waste in 2020 to **95% in 2025**.

As of 2024, Lumson has selected new entities for the management of waste from mixed packaging (associated EWC code: 150106). This change has enabled the recovery of this material, leading to a significant increase in the percentage of waste recovered. The Company will now monitor and report the **percentage of material recovered from mixed packaging waste**. In particular, the Santa Maria di Sala production site is closely monitoring the amount of material recovered from mixed packaging. The positive impact of this activity is primarily reflected in the significant reduction of total waste generated by the blow-molding department, which decreased from 12.4% in 2024 to 6.8% in 2025.

Waste reduction in the blow-molding department at the Santa Maria di Sala plant has been identified as one of the priority objectives for local managers for 2025. Progress is monitored by F&A Management Control and the results are shared monthly with Leadership, supporting transparency and continuous improvement.



Additional information on Lumson's waste production, disposal and recovery can be found in Performance indicators. Lumson has an annual target of zero waste pollution incidents. In 2025, no incidents or non-conformities related to waste pollution were reported.

Water management

Water resources are managed through Lumson's certified environmental management system in accordance with the ISO 14001:2015 standard, which requires the implementation of monitoring and efficiency measures. Each production center has dedicated maintenance technicians who continuously oversee the quality and availability of the water supply. Water withdrawal data from each site is recorded in a centralized register, which is periodically reviewed to detect anomalies or consumption exceeding statistical averages. Consumption is also monitored and recorded through monthly meter reading. Data are subsequently conveyed through **water consumption reports** that are sent to competent bodies in case of network losses, failures and anomalies.

Potential water risks are annually assessed as part of the Company's enterprise risk management framework. Water use in Lumson's production process is quite limited, necessary for some core operations. Inefficient water management generating losses in water supply may be damaging for the Company's business continuity. Water scarcity would stop molding plants and oblige them to print at external suppliers, with higher costs and a limited production capacity. On the other hand, water efficiency with progressive rationalization of withdrawal, consumption and discharge can contribute to resources saving and operational cost-effectiveness.

As part of its commitment to environmental responsibility, Lumson has been submitting an annual **Water Security CDP assessment** since 2021. The Company continuously seeks to **rationalize and reduce water use** wherever possible. Its molding plants are equipped with **closed-cycle cooling systems**, which significantly lower both water withdrawal and consumption.

In 2022, a **dirt separator** was introduced to separate water from solid residues during the varnishing process, enabling more efficient collection and disposal, while ensuring that discharged water is free from chemical contaminants originating from painting operations. In the same year, **a new painting plant without water abatement technology** was installed, with the goal of progressively reducing water consumption in varnishing operations.

As a result, over the past three years the Company has significantly decreased its water usage, recording a reduction of approximately 48% in water withdrawal compared to 2022. Lumson also extends supervision along its supply chain: new suppliers are always assessed in terms of environmental impact reduction, including water management initiatives.

As mentioned above, Lumson's activities are not water-intensive and are not specifically exposed to any high-impact water-related risk. Lumson draws water from the local aqueduct and to a lesser extent from some authorized wells. Water is consumed for **domestic-assimilated** use and, in smaller quantities, for **molding and varnishing operations**. The used water requires normal potable standards, and no special characteristics are required.

Please see *Performance indicators* for additional information about Lumson's water withdrawal, discharge and consumption.

Lumson has an annual target of zero water pollution incidents. In 2025, no incidents or non-conformities related to water pollution were reported.

GRI 303-1 Interactions with water as a shared resource

GRI 303-2 Management of water discharge-related impacts

GRI 303-3 Water withdrawal

GRI 303-4 Water discharge

GRI 303-5 Water consumption



People

- 85 Occupational health and safety
- 91 Skills, employability and human capital development
- 95 Diversity, equity and equal opportunities
- 97 Customer satisfaction and consumers inclusion

Occupational health and safety

Lumson is committed to safeguarding the health and well-being of its employees, recognizing them as fundamental to the Company's long-term success and business continuity. Inadequate management of health and safety matters, including inappropriate behaviors, noncompliance with regulatory requirements, insufficient training, and unsafe facilities, may result in operational disruptions, legal liabilities, and reputational risks.

As detailed in Lumson's Code of Ethics and ESG Policy, health and safety are essential prerequisites for conducting business activities. To promote and uphold H&S principles effectively, Lumson has implemented policies and procedures for internal and external stakeholders.

Lumson's operations are compliant with **D.Lgs. 81/08** and all the relevant legislation. The Company's sites adopt a **certified occupational health and safety management system** in accordance with **ISO 45001 standard**, covering 100% of Lumson's workforce.

In addition, the Company's **Integrated QHSE Policy** outlines principles and guidelines related to quality, environment, and occupational health and safety. The main objectives included in Lumson's Policy cover the following areas:

1. Quality

- Ensure high standards of product and service quality through a Management System certified in accordance with ISO 9001 standard;
- Continuously improve Company processes and strengthen customer satisfaction through personnel training and development;
- Operate in compliance with Good Manufacturing Practices (GMP) and with the principles set out in the Company's Ethical Code.

2. Occupational Health and Safety

- Protect workers' health and safety by identifying, assessing and reducing risks arising from Company activities;
- Ensure compliance with all applicable legal and regulatory requirements regarding health and safety;
- Prevent injuries, near-misses and occupational diseases through systematically preventive measures;
- Promote active involvement of employees and their representatives in all safety-related activities;
- Support continuous improvement of the Occupational Health and Safety Management System, certified in accordance with ISO 45001 standard;
- Adhere to the fundamental principles established by the ILO, including freedom of association, elimination of forced and child labour, non-discrimination and protection of safety in the workplace safety.

GRI 3-3 Management of material topics (Own workforce - Working conditions)

GRI 403-1 Occupational health and safety management system

GRI 403-2 Hazard identification, risk assessment and incident investigation

GRI 403-3 Occupational health services

GRI 403-4 Worker participation, consultation and communication on occupational health and safety

GRI 403-5 Worker training on occupational health and safety

GRI 403-6 Promotion of worker health

GRI 403-7 Prevention and mitigation of occupational health and safety impacts linked by business relationships

GRI 403-8 Workers covered by an occupational health and safety management system

GRI 403-9 Work-related injuries

3. Environment

- Progressively reduce environmental impacts through the adoption of an Environmental Management System certified in accordance with ISO 14001 standards and applied to all Company sites;
- Manage the entire product life cycle with a focus on resource efficiency, waste minimization and pollution prevention;
- Define measurable environmental objectives, periodically reviewed and communicated across all organizational levels;
- Contribute to climate change mitigation and adaptation within industrial processes.

4. Ethics and Anti-Corruption

- Apply a zero-tolerance approach toward any form of corruption;
- Ensure compliance with applicable laws and implement an Anti-Corruption Management System in accordance with ISO 37001 standard;
- Adopt and enforce the Organizational Model pursuant to Legislative Decree 231/2001;
- Prohibit acceptance, offering or promise of undue benefits or personal advantages, whether direct or indirect;
- Manage a whistleblowing system that guarantees confidentiality and protects whistleblowers from retaliation;
- Continuously improve the Anti-Corruption Management System, ensuring the autonomy, independence, and authority of the Compliance Function.

5. Information Security

- Integrate the Information Security Management System, certified in accordance with ISO 27001 standard, as a strategic element of corporate resilience;
- Protect business continuity and corporate value through access control, data protection and cybersecurity incident monitoring;
- Conduct risk assessments and adopt technological measures aligned with evolving threats;
- Promote awareness, training and secure behaviors among employees;
- Strengthen the alignment between cybersecurity and ESG requirements by integrating cybersecurity into business processes.

Lumson's Policy is implemented through targeted activities aimed at preventing work-related risks and monitoring the effectiveness of health & safety measures, including specific training programs and is further supported by the provision of medical insurance within the company contract. The Company periodically **issues a Risk Assessment Report**, which analyses each individual task and outlines the related health and safety risks. The effective implementation of H&S procedures is continuously monitored through Lumson's certified Health and Safety Management System. As part of this monitoring process, near misses reported by employees are recorded and addressed as quickly as possible to prevent potential incidents. These monitoring activities are supported by a body of over 100 documents managed by the **HSE function, including the Health and Safety Directorate Review, System Procedures and Safety Instructions**. Assessment of safety data sheets of purchased materials and specific evaluations are also constantly conducted to guarantee workers' safety.

In this context, Lumson has developed specific safety instructions for the management of chemical products. The departments requesting such products are required to submit a purchase request to the HSE function in the event of the introduction or replacement of a substance.

The HSE function is responsible for identifying all chemical products used through a structured process of analysis and inspection of the various work phases. Following this process, the substances used throughout the production cycle are catalogued and characterized, with their purposes and conditions of use clearly identified. Only after HSE approval may chemical products be introduced into Company premises and production processes.

Additional measures adopted to ensure the safe management of hazardous substances include:

- measurement of chemical agents in departments, with laboratory-verified sampling;
- use of extraction hoods;
- proper use of personal protective equipment (PPE) such as masks, gloves, goggles, etc.;
- appropriate labeling of chemical substances;
- periodic maintenance of equipment and systems;
- proper waste management and labeling;
- fire risk assessment in all departments and warehouses;
- ATEX risk assessment (areas with potentially explosive atmospheres).

Lumson performs **Material Safety Data Sheet (MSDS) assessments** according to GHS specifications⁸, applying the so-called "16 points analysis". For each concerned material, the analysis investigates:

1. Product and Company Identification;
2. Hazard(s) identification;
3. Composition/information on ingredients;
4. First-aid measures;
5. Fire-fighting measures;
6. Accidental release measures;
7. Handling and storage;
8. Exposure controls/personal protection;
9. Physical and chemical properties;
10. Stability and reactivity;
11. Toxicological information;
12. Ecological information;
13. Disposal considerations;
14. Transport information;
15. Regulatory information;
16. Other information.

⁸ Globally Harmonized System, an international system equipped with hazard symbols aimed at standardizing the evaluation of the hazards inherent in chemical substances and their labeling.

In accordance with applicable regulations, the Company has appointed a **competent doctor**, responsible for conducting periodic medical examinations for employees, as well as annual inspections at each Company site.

Furthermore, a **health surveillance plan** has been developed based on the specific risks associated with each role and work activity.

In addition, the following periodic assessments are carried out at all sites:

- Assessment of manual handling of loads;
- Analysis of repetitive movements;
- Environmental chemical exposure assessment (only at sites with chemical risks);
- Chemical risk assessment using the Movarisk method;
- Noise measurement;
- Vibration assessment;
- Work-related stress evaluation;
- Assessment of exposure to electromagnetic fields.

In particular, for the **assessment of work-related stress**, Lumson - committed to protecting the health and well-being of its employees - applies the methodology developed by INAIL. This approach includes a preliminary phase based on the analysis of specific risk indicators belonging to three categories: sentinel events, factors related to the content of work, and factors related to the work environment.

Information is collected through checklists completed by an interdisciplinary team composed of the HSE Department, the Workers' Safety Representatives, the Human Resources Department, and the Competent Physician, who ensures the health supervision of the process.

Each type of job role within the Company is examined using these checklists. The appointed specialists then analyze the evidence collected and assign a risk score. If this score exceeds the threshold defined by the methodology, an in depth assessment is initiated; otherwise, the preliminary evaluation is considered sufficient.

In Lumson's case, the results of the preliminary assessment were significantly below the attention threshold, confirming the absence of critical situations. Consequently, no further improvements were required, as many had already been effectively implemented in previous years.

Lumson's collaborators are fully involved in the Company safety culture and formalized procedures. The Company's workers are all **trained according to the Italian legislation**. Depending on workers' duties and activities performed, training activities can include:

- First aid;
- Electrical compliance and safety;
- Chemical hazards;
- Forklift driver and firefighters.

In 2025, a total of **1,091 training hours on health and safety** have been delivered to Lumson's personnel.

Employee representatives are also members of Lumson's **Health and Safety Committee**, established in 2021. The Committee brings together key HSE figures - including the Prevention and Protection Service Manager (RSPP) and the Prevention and Protection Service Officer (ASPP) - as well as the Delegate for Safety and Environment and the Head of the HR Department. The committee meets every two months to review the progress of HSE issues and implemented measures. The main topics covered concern:

- Updating of the risk assessment;
- Updating of specific risks;
- Analysis of accidents and near misses;
- Health and safety training plans;
- Updating of the management system;
- Health surveillance;
- Collective and individual protective equipment.

Additional meetings between the head departments and the HSE office are carried out every two months. These are aimed at training and informing those in charge regarding the progress of H&S programs and performances.

As part of its health and safety culture, Lumson fosters effective and ongoing **communication and awareness-building activities with all its relevant stakeholders**, including employees, collaborators, the Company Board, customers, contractors, suppliers, bodies, unions and institutions. In the pre-assessment stage, suppliers are specifically assessed about the presence of a Safety Management System through detailed questions about the measures implemented.

Lumson conducts thorough **analyses of potential injuries and near-miss** events in order to prevent their recurrence and mitigate associated risks. All incidents and near-misses are promptly reported to the HSE function, which is responsible for coordinating the necessary follow-up actions. Each event is documented through a dedicated reporting form that includes details on the circumstances, immediate measures taken, root cause analysis, and identified corrective actions. This reporting tool is an integral part of the Company's **formalized accident management procedure**.

As part of its ongoing commitment to safeguarding the health and well being of its people, Lumson holds an Annual Safety Meeting for each of its three groups - Capergnanica (covering the sites of Capergnanica, Credera, Ticengo and Castelleone), San Giuliano Milanese, and Santa Maria di Sala - resulting in a total of three meetings per year. The activities carried out during these meetings follow the provisions of Article 35 of Legislative Decree 81/08, the Consolidated Law on Occupational Health Safety.

Each meeting is attended by the Workers' Safety Representatives (RLS), together with the relevant internal stakeholders involved in health and safety management.

During the meetings, the main topics concerning workers' health and safety are addressed, including:

- the annual workplace inspection, conducted jointly by the occupational physician, the RSPP, the ASPP, the RLS, and the employer, as required by Article 25, point l) of Legislative Decree 81/08;
- the analysis and potential update of the Risk Assessment Document;
- the review of any accidents or near misses and their underlying causes;
- the criteria for selecting, and evaluating the technical features and effectiveness of personal protective equipment;
- planning of compliance activities for the years 2025-2026;
- planning of training and information programs for workers for the 2025–2026 period;
- input provided by the occupational physician regarding workplace inspections;
- anonymous and aggregated results from health surveillance activities;
- any other relevant matters.

As part of its commitment to the health and safety of its workforce, Lumson has included the following activities in its 2025 budget plan:

- Belt protection;
- Machine improvement and blow molding in the Santa Maria di Sala plant;
- Investment for films on windows to prevent light from disturbing operators' visibility, preventing potential injuries in the Santa Maria di Sala plant;
- Improvement of the mold and injection lines at Capergnanica and San Giuliano Milanese plants;
- Implementation of lifting systems to facilitate bag lifting.

In 2025, Lumson recorded a total of 3 injuries, mainly related to stumbling and little cuts. The **injury frequency rate** for the employees was **4.61**, compared to **13.20** recorded in 2024. The **65% reduction** is primarily attributable to the significant decrease in the absolute number of injuries, against a backdrop of substantially stable hours worked. This improvement reflects the effectiveness of the prevention and protection measures implemented, as well as the strengthening of training and awareness-raising activities in the field of occupational health and safety.

No high-consequence work-related injuries or fatalities resulting from work-related activities occurred during the reporting period. Additional information on accidents and accident rates can be found in *Performance indicators*.

Skills, employability and human capital development

Lumson considers human capital a key strategic asset for the Company's long-term stability. Providing individuals with opportunities for both personal and professional growth ensures strong and sustainable performance, while also supporting the well-being and development of the wider community. Conversely, a non-inclusive or uninspiring work environment can lead to reduced attractiveness, lower employee retention and the loss of valuable knowledge. As such, the absence of policies and procedures focused on people's development can have a negative impact on business reputation and competitiveness.

A corporate culture based on professional development, inclusivity and people's well-being is recognized as a core value by Lumson. A **Human Resources Management Procedure**, revised in 2025, is applied to manage and implement all the aspects concerning recruitment, well-being and talent management. The Board of Directors is responsible for the implementation of the Procedure, which applies to the entire Lumson S.p.A. perimeter. Furthermore, in 2025 a **Human Resources Policy** was adopted in support of corporate values.

Lumson bases its **recruitment policies** on merit and role-related technical qualifications and, in accordance with its HR policies, complies with the following principles:

- *Structured and transparent selection process*: candidate assessments are conducted in accordance with the Corporate Policy and the Organization, Management and Control Model, and are based on demonstrated staffing needs. They include CV screening, interviews, and comparative evaluations using objective criteria on experience, skills, and aptitude, with documented justification of hiring decisions;
- *Merit-based progression*: recruitment and career advancement are grounded in an objective assessment of candidates' competencies and their alignment with the requirements of the proposed role.

Lumson publishes available job opportunities on its corporate website and considers unsolicited applications. For search and selection activities, the Company is supported by local employment agencies that have greater access to the candidate's pool and can match the Company needs with best-suited profiles. Once a candidate is selected, the first meeting is carried out with the HR function, followed up by a technical interview with the department manager concerned. To enable Lumson's growth in terms of knowledge and managerial skills, in the coming years search and selection activities will focus on identifying and hiring profiles with a solid technical/engineering background.

GRI 3-3 Management of material topics (Own workforce - Equal treatment and opportunities for all)

GRI 2-7 Employees

GRI 2-8 Workers who are not employees

GRI 2-20 Process to determine remuneration

GRI 2-30 Collective bargaining agreements

GRI 401-1 New employee hires and employee turnover

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

GRI 401-3 Parental leave

GRI 404-1 Average hours of training per year per employee

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

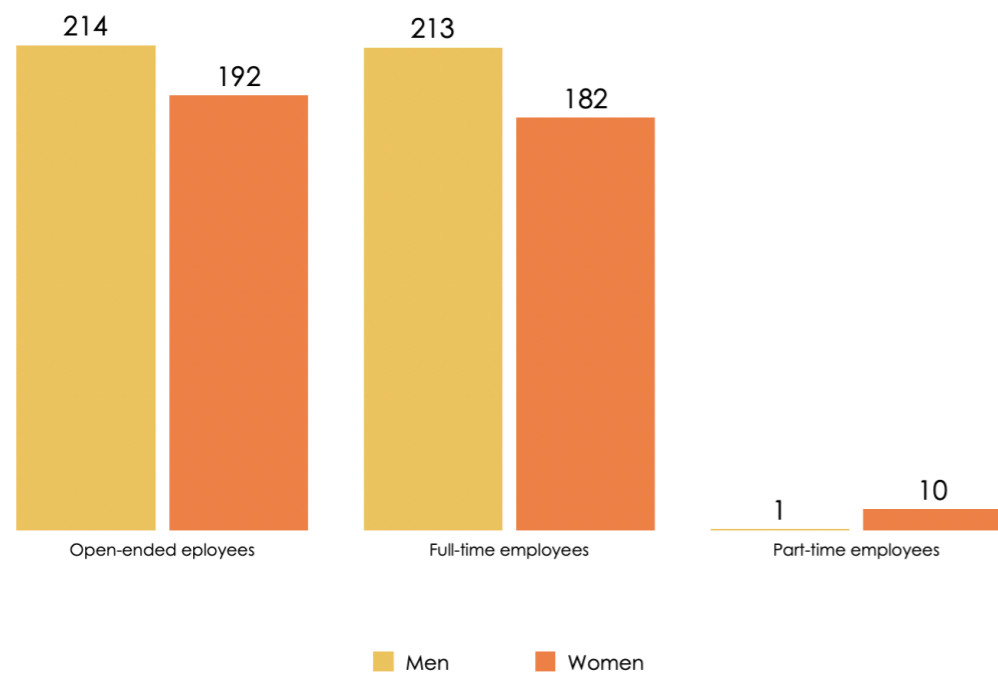
Given the labour market's dynamism and the common need of local companies to insert profiles with similar characteristics and skills, Lumson deems necessary to develop internal and external employer branding activities to implement talent attraction and retention. The Company intends to strengthen the sense of belonging by:

- Improving corporate communication;
- Implementing training paths related to the development of the individual career plan;
- Consolidating internal policies related to human resources (incentive plan, performance bonus, benefits and corporate welfare);
- Refining the corporate image and developing projects with local schools and universities.

As of today, Lumson's workforce totals **406 employees - 214 men** and **192 women** - most of whom are hired on a full-time open-ended contract. In 2025, **19 new employees** have been hired by the Company. The turnover rate for 2025 is 4%.⁹ In accordance with its Code of Ethics and the operational procedure "Human Resources Management Process," the Company establishes a minimum hiring age of 18 years. During the recruitment process, Lumson uses a dedicated selection form requiring verification that candidates are at least 18 years old prior to employment.

Additional disclosure of Lumson's hiring and turnover can be found in *Performance indicators*.

Employees 2025 (n.)



⁹ The turnover rate was calculated by dividing the total number of ceased employees by the total number of employees.

Lumson believes that continuous learning and development are critical to both individual accomplishment and business prosperity. To maintain and enrich the Company professional know-how, Lumson offers diverse and comprehensive learning opportunities. An **Annual Training Plan** is drawn up as part of the Human Resources Management Procedure. Depending on individual roles and duties, the Annual Training Plan provides training courses including technical, professional and managerial skills, languages, corporate ethics, health & safety and environment. For younger talents, where possible, an individual growth plan is prepared through specific training activities, development of soft skills and subsequent professional upgrade. Direct supervisors - with the HR Department support - are responsible for individual development plans definition, checking of progress and learning status. In addition, a training plan financed through the Fondimpresa interprofessional fund has been activated.

In 2025, a total of **7,202 hours of training** were delivered to Lumson's workers. Additional information on Lumson's training activities is reported in *Performance indicators*.

Lumson also adopted a **Performance Review System** to evaluate the progress and efficacy of employee development programs. Performance reviews are based on a **Management by Objectives (MBO)** approach, where targets include a mix of corporate – OTIF, group total net sales, EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization), customer nonconformity, etc. – and individual task-related and cross-functional objectives. In 2025, 15% of Lumson's employees have been evaluated through the MBO performance review. In 2025, Lumson also introduced a **system to assess employees' soft skills**, which was piloted on a small sample of staff across different professional levels – 5.4% of employees. In addition, the Company implemented an HR database to support the monitoring of attendance, payroll, internal policies, and performance reviews.

In Lumson, the **remuneration policy** is based on shared agreements between the management and HR Department. Each manager evaluates the performance of its collaborators and shares the proposal for the associated professional grading with the function manager. HR verifies that the proposals are consistent with the reference market and the applicable collective bargaining agreement. The CEO and HR Director of Lumson are ultimately responsible for approving and adopting the remuneration and growth plans. In 2025, **100% of Lumson's employees** and **95% of Lumson's non-employees** were covered by **collective bargaining agreement**.

In 2024, the Company awarded the directors and senior management with monetary compensation consisting of a fixed part and a variable part. The % of the variable remuneration linked to the achievement of objectives and results related to sustainability issues has been assigned to the management based on the different company's roles.

In 2024 Lumson also began the process of obtaining the **Fair Wage certification**, which was successfully achieved in 2025.



Lumson's employees have access to an **annual performance bonus**. The 2025 performance bonus is payable to all Company's employees as well as employees who retired during the year. Amounts are given in proportion to the time worked, with a minimum contractual period of six months. Lumson also allows employees to allocate all or part of the amount to the corporate welfare plan.

To ensure the incorporation of the workforce's perspective into business model and strategic decisions, Lumson adopts processes for engaging its employees and their representatives. Engagement takes place with employee representatives through **structured meetings with the Trade Unions**, held for each relevant organizational change. Responsibility for ensuring that these engagements take place – and that their outcomes influence Company decisions – rests with both the HR Department and plant managers, who conduct the process through structured information sharing and consultation. Lumson assesses the effectiveness of this engagement by monitoring employees' adherence to the agreements signed with Trade Unions. Two **Unitary Union Representatives (URs)** are present within the Company: one at the Capergnanica site and one at the Santa Maria di Sala site. Employee representation currently covers **100% of Lumson's workforce**.

Additionally, Lumson has introduced a listening and support service called **HR Space**, designed to address – or assist in addressing – any negative impacts on employees. The service is available every Tuesday and Thursday, offering employees the **opportunity to voice their concerns directly to HR personnel**.

As part of its commitment towards human capital enrichment and development, Lumson considers employees' well-being to be a key aspect in carrying out business activities. In line with the applicable National Collective Labor Agreement (CCNL), Lumson provides various employee benefits based on contractual classification. Life insurance and disability coverage are reserved for executives, while health care coverage and retirement contributions are extended to all employees, regardless of contract type or working hours. No stock ownership plans are in place. All employees are entitled to **parental leave** and in 2025, 3% of the workforce made use of this entitlement. Additional data about parental leave is disclosed in *Performance indicators*.

In addition, Lumson's **Welfare Platform** allow workers to access a series of benefits, including:

- Spending vouchers;
- Tax return assistance service;
- Recovery of school expenses for tuition, canteens and books;
- Recovery of medical expenses;
- Travel packages;
- Concessions for the purchase of public transportation passes;
- Concessions for the purchase of children amusement parks entrance;
- Special rates for gyms, bookshops and stores.

Employees at the Capergnanica, Credera, Ticengo, Castelleone and San Giuliano Milanese sites are provided with meal vouchers. At the Santa Maria di Sala site, a staff canteen is available for workers.

Lumson's positive working environment is also guaranteed through **well-being measures** adopted to improve employees' daily experience. Workers have access to staff break areas, water coolers and are provided with thermal water bottles. Employees can benefit from flexible working hours, which helps them maintain a healthy work-life balance. To further enhance work flexibility, Smart working has been formalized through an individual agreement signed by stakeholders and renewed for 2025.

Diversity, equity and equal opportunities

Promoting inclusivity, equal opportunities and fair treatment is key to creating a positive working environment. Companies that contribute to non-inclusive or discriminatory workplaces risk increasing employee dissatisfaction and turnover, with consequent economic and reputational impacts. Moreover, a diverse workforce represents a strategic corporate asset, enabling the integration of multiple perspectives and supporting the achievement of a global outlook.

Diversity and inclusion topics are managed through Lumson's Code of Ethics and regulated under the principles displayed in the Italian legislation - D.Lgs. 231/2001. By applying such principles, Lumson **prohibits any discriminatory behavior** in the selection, hiring, training, management, development and remuneration of personnel and condemns any forms of nepotism or favoritism.

Lumson is committed to fostering an **inclusive working environment** and **promoting equal opportunities** from the recruitment stage, through its **Human Rights Policy** and **Anti-Harassment Policy**, approved in 2025. Together with the joint company-union committee established under these policies, the Company supports the selection, placement, and retention of diverse profiles across age, gender, and ethnicity, while valuing both personal and professional diversity.

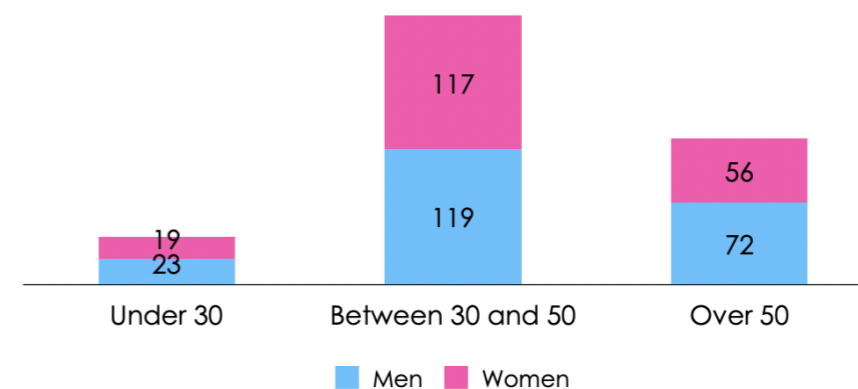
The Company aims to **close the gender pay gap** by 2030. Lumson recorded a slight increase in the proportion of women within its workforce, which is now composed of **47% women**, while 68% of employees are under 50 years of age.

GRI 3-3 Management of material topics (Own workforce - Equal treatment and opportunities for all)

GRI 405-1 Diversity of governance bodies and employees

GRI 406-1 Incidents of discrimination and corrective actions taken

Employees composition 2025 (n.)



In addition, Lumson's workforce counts more than **18 different nationalities** that are perfectly integrated with each other in both production and staffing. Additional information on Lumson's workforce diversity can be found in *Performance indicators*.



In 2024, an agreement was signed with the **Center for Targeted Placement**, aimed at supporting the job placement of individuals from vulnerable categories, with a focus on inclusion and corporate social responsibility. In 2025, Lumson's workforce included 20 employees from vulnerable categories. The objective is to strengthen their skills, within the limitations identified by the Company doctor, and to support their integration into Lumson's processes and culture. Currently, employees from vulnerable categories are not represented in senior management (executive) roles.

As reported in its Code of Ethics, Lumson is opposed to any form of exploitation of labor or illegal employment, such as forced and child labor and any other conduct which constitutes an offence against the individual. Lumson is moreover committed to respect and promote human rights, as defined in the Universal Declaration of Human Rights and in the Italian Conventions.

During 2025, no significant reports were received through whistleblowing channels. However, a report of a potential violation of the Code of Ethics and Anti-Harassment Policy was received through communications addressed to the Human Resources Department. Following the checks carried out, the report was found to be well-founded and Lumson took the appropriate disciplinary measures in accordance with internal procedures. Throughout the process, the Company ensured the protection of the individual involved by adopting all appropriate measures to safeguard their dignity and well-being.

Customer satisfaction and consumers inclusion

Building stable and solid relationships with customers is essential to establishing long-term partnerships that foster innovation and business growth. Customer satisfaction is critical to retaining key clients and supporting market expansion by meeting high industry standards, delivering customized solutions, and strengthening the Company's reputation. Customers' expectations are increasingly focused on sustainability values, which Lumson has integrated into its business philosophy through the development of innovative and circular solutions.

At Lumson, customer satisfaction management begins at the project development stage, through dedicated communication activities that provide customers with detailed information on product specifications. Such specifications, agreed with the customer, are used by Lumson to define **products' standards**, to adapt to clients' necessities and prevent any complaints. **Listening to customers through frequent meetings** is especially important for Lumson to guarantee that the products' design, technology and functionality are carefully adapted to their needs. To respond to the most innovative market trends and to support customers in conscious packaging choices, Lumson involves the Business Developer Director as the innovation and sustainability specialist in all product presentations. In 2022, Innovation Meetings at customers' sites – involving salespeople, the Business Developer, the sustainability contact person, the marketing and technical teams – were introduced to discuss the latest ideas while listening to customers' preferences.

Lumson follows three main **procedures regarding sales specifications** aimed at guaranteeing customer satisfaction:

- Active Cycle - Management of customer orders (PO.LMS.8.2-2);
- Active Cycle - Management of offers to customers (PO.LMS.8.2-1);
- Management of contractual and regulatory evidentiary documents with customers (PO.LMS.8.2-5).

Lumson commits to ensuring the products compliance with all the contractual specifications. Clients can report eventual defects whenever that is the case. Potential failure to manage clients' complaint could produce negative impacts on customer satisfaction, which may lead to unstable relationships, lack of mutual trust and loss of key customers. As a result, Lumson places **strong emphasis on complaints management and resolution** to maintain and enhance its market position as a trusted, top-quality partner.

The following procedures are in place to guarantee customer satisfaction and the proper handling of customers' complaints:

- Customer Satisfaction (PO.LMS.9.1-1);
- Product/process nonconformity management (PO.LMS.10.2-3);
- Customer reports and complaints management process (PO.LMS.10.2-1);
- Continuous improvement and corrective actions (PO.LMS.10.1-1).

The **Customer Reports and Complaints Management Process** is aimed at improving customer satisfaction by implementing an **open, effective and objective management process**. The responsible figures for its implementation - Quality Control Complaint Manager (QCCM), Customer Service (CS) and Project Manager (PM) - are identified within the procedure, together with general information and specific directions for reports management. This document distinguishes between reports and complaints, providing detailed information on how to respond and implement corrective actions.

Specifically, the management of customers' reports begins with filling out the electronic form in the **Non-conformity Management Database**, to ensure its traceability (identification code, office or department, type of communication, customer involved, article code, the reason for the report, detailed description of the actions aimed at closing the report, etc.). After the database is compiled, the Quality Manager evaluates the need to prevent customer dissatisfaction about what was reported. Once the relevant agency sends a response to the customer to limit, clarify and solve the issue encountered, the report is closed.

In case of complaints, after the database is compiled to ensure their traceability, the Quality Claim Manager (QCM) performs an **initial analysis** to determine whether the complaint has safety implications that require immediate intervention. This analysis also verifies that the customer is not threatened by possible operational interruption. Having ascertained the absence of such implications, the QCM evaluates the customer's samples, determining whether the complaint is to be accepted or rejected. In case of an accepted complaint, the QCM proceeds to convene a meeting of the parties potentially involved in the complaint resolution, also involving the CEO in cases deemed necessary. The purpose is to identify **the causes** of the product's defect, the **immediate necessary actions** to solve the customer's issue and the **corrective/preventive actions** to be implemented. Corrective actions must be reported in the Non-conformity Management Database by the QCM, indicating:

- Actions to be performed in the immediate term;
- Corrective actions and the manager(s) identified for executive implementation;
- The related closure period;
- The report verifying the actions' effectiveness;
- Report on the costs involved.

Depending on the complaint's severity, verification may be extended to potentially affected products or processes.

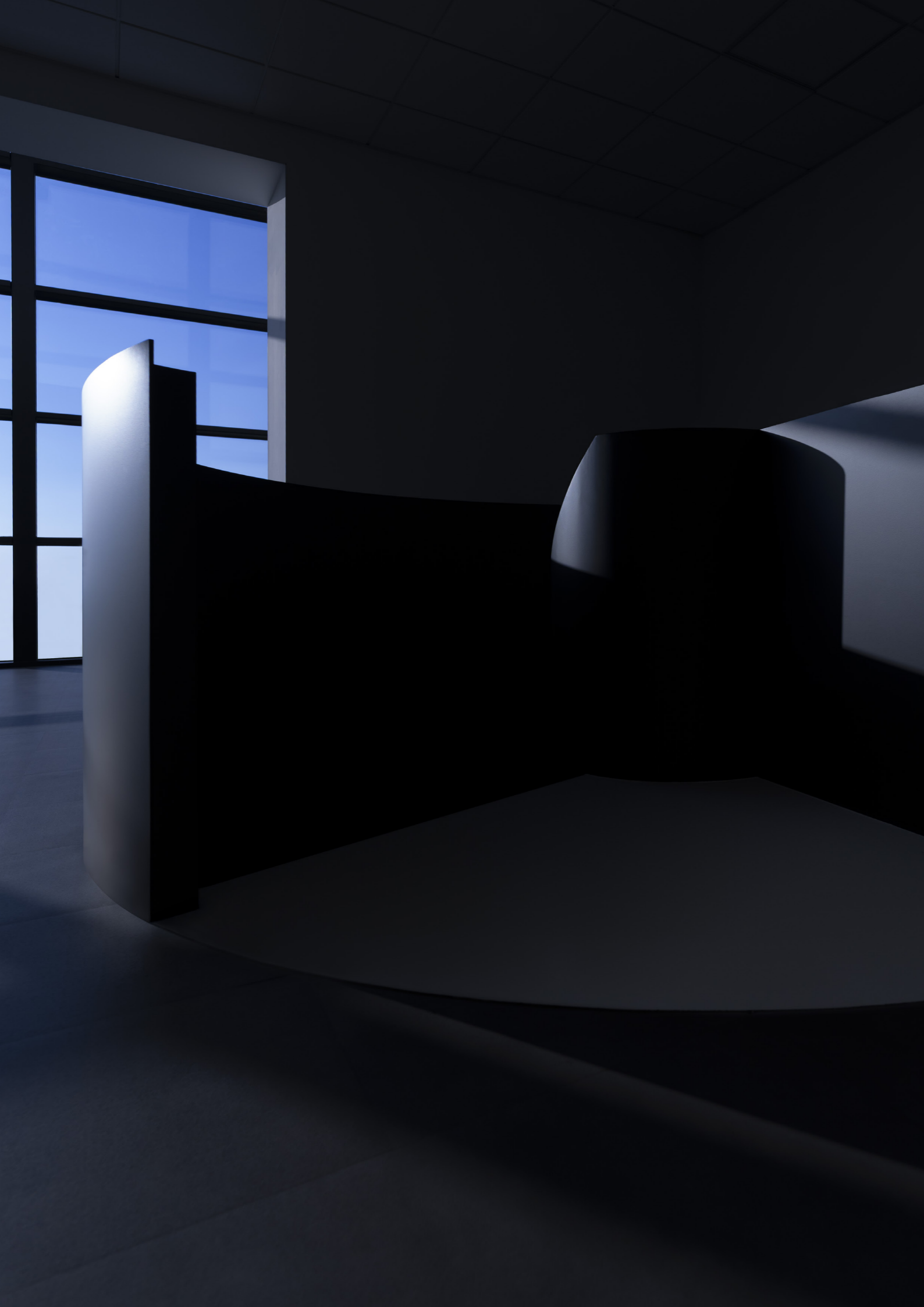
The corrective and preventive actions introduced are then communicated to the customer by the QCM. Some of the corrective actions performed by Lumson in case of accepted complaint may be: (i) repairing the non-conforming products, (ii) replacing the products concerned, (iii) reimbursing the customer in proportion to the defect. All actions are carried out at the Company's expense.

The **Continuous Improvement and Corrective Actions Operating Procedure** also deals with customer complaints management, specifying the need to analyse non-conformities and consider the introduction of corrective measures. Following the corrective measures identification, the document requires to record the implementation of corrective actions, the obtained result and a review of the actions taken.

Complaints are supervised through set targets that are constantly monitored to improve the Company performance. Moreover, a new algorithm has been introduced to measure and set targets for the **On Time in Full (OTIF)** indicator, also applied in the Staff Incentive Plan to ensure performance improvement. OTIF considers a series of indicators concerning the supply service quality, such as the delivery of the expected products in the required quantity, at the agreed place and at the expected time. In the future, Lumson planned to introduce a **formalized survey** to monitor customer satisfaction.

To further implement customers' engagement and communicate consumers' perspective, Lumson introduced training activities addressed to both its sales force and its customers through the **Lumson Academy** initiative. The first session has been carried out in 2023, where topics concerning materials' safety and sustainability performances have been investigated to discuss suitable innovative solutions.





Methodological note

This document represents the fourth edition of the Sustainability Report of Lumson S.p.A. Its drafting and publication constitute the prosecution of a voluntary process undertaken by Lumson S.p.A. in integration of Environment, Social, Governance (ESG) aspects. The companies managed by Lumson S.p.A. are excluded from the present document, which only considers the Lumson S.p.A. Italian perimeter.

To report and communicate the Company's sustainability performance in a transparent and comparable way, the Sustainability Report was prepared in compliance with the reporting standards "Global Reporting Initiative Sustainability Reporting Standards" (hereinafter "GRI Standards") issued in 2021 by the Global Reporting Initiative (GRI), according to the "in accordance" option. The GRI Standards identify a range of ESG topics, as well as the related data and information, which have been used as the basis for reporting Lumson's sustainability performance.

The identification of material issues for the Company and its stakeholders was carried out through a materiality analysis process, verified and confirmed for the reporting period. In line with the GRI Standards and industry best practices, as described in the chapter "Lumson's material topics".

To this end, various indicators have been selected to describe the trend of material aspects and relationships with stakeholders. For a better understanding of the Standard Disclosures used, please refer to the "GRI Content Index".

The data reporting period corresponds to that of the fiscal year ended December 31, 2025. Where possible, comparative data for FY 2024 and 2023 have been provided. The scope of the data and information includes Lumson S.p.A. The financial data does not extend to the commercial offices in France, the United States, Spain and Germany.

All the GRI indicators reported within the "GRI Content Index" have been connected to the material topics. If the scope is different, this has been specified in the text.

Currently data and information provided refer to the years 2023, 2024 and 2025. All data and information provided have been derived and elaborated from internal management systems. To ensure data's reliability, the use of estimates has been limited as much as possible. If present, these are appropriately reported and based on the best methodologies available.

With reference to energy consumption and emissions, it should be noted that according to the methodological approach of the GHG Protocol, the greenhouse gas emissions for the 2023, 2024 and 2025 fiscal years have been divided in Scope 1 and 2 and calculated according to the "Location-based" and "Market-based" approaches. Additionally, for the 2025 fiscal year, Scope 3 emissions were assessed for the first time for Lumson.

Any restatements of the information from the previous year's reporting have been appropriately indicated in the document.

This document was reviewed by Lumson's Board of Directors on April 23, 2026 and it was submitted for approval by Shareholders' Meeting on May, 2026. It is audited with limited assurance by KPMG S.p.A, in accordance with ISAE 3000 Revised and it should be noted that the limited assurance engagement does not include the information related to the Sustainable Development Goals (SDGs).

The independent auditors' report is available on page 139.

GRI 2-2 Entities included in the organization's sustainability reporting

GRI 2-3 Reporting period, frequency and contact point

GRI 2-4 Restatements of information

GRI 2-5 External assurance

Appendix

103 Performance indicators

128 Glossary

130 Correlation table between GRI standards, SDGs, and material topics

Performance indicators

2-7 Employees

Total number of employees by gender and type of contract as of 12/31/2025 (headcount)

EMPLOYEES (NUMBER OF PEOPLE)	2023			2024			2025		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
Total	228	184	412	221	180	401	214	192	406
Open-ended employees	225	183	408	221	180	401	214	192	406
Fixed-term employees	3	1	4	-	-	-	-	-	-
Employees with non-guaranteed hours (on-call contract)	-	-	-	-	-	-	-	-	-

EMPLOYEES (NUMBER OF PEOPLE)	2023			2024			2025		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
Total	228	184	412	221	180	401	214	192	406
Full-time employees	226	175	401	219	170	389	213	182	395
Part-time employees	2	9	11	2	10	12	1	10	11

2-8 Workers who are not employees¹⁰

Total number of workers who are not employees and whose work is controlled by the organization as of 12/31/2025 (headcount).

WORKERS WHO ARE NOT EMPLOYEES (NUMBER OF PEOPLE)	2023	2024	2025
Total	96	109	109
Temporary workers	94	104	104
Traineeships	-	1	1
Continuous and coordinated contractual relationships (Co.Co.Co.)	2	4	4

¹⁰ Workers who are not employees include production operator and workers performing operational activities on production lines.

2-21 Annual total compensation ratio¹¹

Ratio of the annual total compensation for the organization's highest-paid individual to the average total annual compensation for all employees (excluding the highest-paid individual).

ANNUAL TOTAL COMPENSATION RATIO	U.M.	2023	2024	2025
Total annual remuneration of the organisation's highest-paid individual ¹²	€	190,136	308,714	210,800
Average total annual compensation for all employees (excluding the highest paid individual)	€	31,177	34,067	34,536
Ratio of annual total remuneration	€/€	6.10	9.06	6.10

Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the average percentage increase in annual total compensation for all employees (excluding the highest-paid individual).^{13 14}

PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO	U.M.	2023-2022	2024-2023	2025-2024
Percentage increase in annual total compensation for the organization's highest-paid individual		6.69	62.36	-31.72
Average percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	€	-8.68	9.27	1.38
Ratio of the percentage increase in annual total compensation		-0.77	6.73	-23.04

2-30 Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements.

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	U.M.	2023	2024	2025
Employees covered by collective bargaining agreements	n.	412	401	406
Total employees		412	401	406
Percentage of total employees covered by collective bargaining agreements	%	100%	100%	100%

204-1 Proportion of spending on local suppliers¹⁵

Percentage of the procurement spent on local suppliers.

LOCAL PURCHASING	U.M.	2023	2024	2025
Purchases from suppliers established in the same country as Lumson's plant	€	17,649,345	22,343,313	20,222,594
Total purchases from suppliers		42,811,738	52,537,832	43,636,786
Expenditure from local suppliers	%	41%	43%	46%

¹¹ The average remuneration of employees is calculated as the ratio of total remuneration to the average annual workforce (excluding the highest paid). The total remuneration ratio is calculated by dividing the total annual remuneration of the highest-paid individual in the Company by the average total annual remuneration of all other employees, excluding the highest-paid individual from the calculation.

¹² In 2025, the highest level of remuneration was associated with a senior leadership role within Sales & Marketing.

¹³ As a consequence of a calculation methodology refinement, the restatement of 2024 data on the values of 'Median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)' and 'Ratio of the percentage increase in annual total compensation' is noted.

¹⁴ The trend of total annual remuneration over the 2022-2025 period is presented in the table.

¹⁵ The percentage of expenditure from local suppliers is calculated by dividing the total value of purchases from suppliers based in the same country as the reference plant by the total value of purchases from all suppliers.

Percentage of local suppliers.

LOCAL SUPPLIERS	U.M.	2023	2024	2025
Suppliers established in the same country as your plant	n.	144	145	149
Total number of suppliers		200	204	207
Percentage of local suppliers	%	72%	71%	72%

Suppliers audited for social and environmental compliance

SUPPLIERS AUDITED FOR SOCIAL AND ENVIRONMENTAL COMPLIANCE	U.M.	2023	2024	2025
Total number of suppliers		200	204	207
Number of suppliers audited for social and environmental compliance during the year	n.	3	2	0
% suppliers audited for social and environmental compliance	%	2%	1%	0%

Suppliers who signed the Code of Ethics¹⁶

SUPPLIERS WHO SIGNED THE CODE OF ETHICS	U.M.	2023	2024	2025
Total number of suppliers		200	204	207
Number of suppliers who signed the Code of Ethics during the year	n.	200	204	207
% suppliers who signed the Code of Ethics	%	100%	100%	100%

¹⁶ Through the signing of Lumson's Code of Ethics, suppliers' conduct is regulated.

205-2 Communication and training about anti-corruption policies and procedures

Number and percentage of governance body members that received communication on anti-corruption policies and procedures.

GOVERNANCE BODY MEMBERS THAT THE ORGANIZATION'S ANTI-CORRUPTION POLICIES AND PROCEDURES HAVE BEEN COMMUNICATED TO	U.M.	2023	2024	2025
Governance body members that the organization's anti-corruption policies and procedures have been communicated to	n.	6	3	5
Total number of governance body members		6	4	5
% of governance body members that the organization's anti-corruption policies and procedures have been communicated to	%	100%	75%	100%

Number and percentage of employees that received communication on anti-corruption policies and procedures, by employee category.

EMPLOYEES THAT THE ORGANIZATION'S ANTI-CORRUPTION POLICIES AND PROCEDURES HAVE BEEN COMMUNICATED TO	2023		2024		2025	
	N.	%	N.	%	N.	%
Directors (head of) / Senior managers	5	100%	4	100%	4	100%
Managers	20	100%	19	100%	24	100%
White collars	139	100%	142	100%	148	100%
Blue collars	248	100%	236	100%	230	100%
Total	412	100%	401	100%	406	100%

Number and percentage of business partners that received communication on anti-corruption policies and procedures.

BUSINESS PARTNERS THAT THE ORGANIZATION'S ANTI-CORRUPTION POLICIES AND PROCEDURES HAVE BEEN COMMUNICATED TO	U.M.	2023	2024	2025
Business partners that the organization's anti-corruption policies and procedures have been communicated to	n.	197	204	207
Number of business partners		197	204	207
% Business partners that the organization's anti-corruption policies and procedures have been communicated to	%	100%	100%	100%

Number and percentage of employees that have received training on anti-corruption, by employee category.

EMPLOYEES THAT HAVE RECEIVED TRAINING ON ANTI-CORRUPTION	2023		2024		2025	
	N.	%	N.	%	N.	%
Directors (head of) / Senior managers	5	100%	1	25%	4	100%
Managers	10	50%	13	68%	22	92%
White collars	41	29%	78	55%	105	71%
Blue collars	3	1%	1	0.4%	50	22%
Total	59	14%	93	23%	181	45%

Number and percentage of governance body members receiving training on anti-corruption.

GOVERNANCE BODY MEMBERS THAT HAVE RECEIVED TRAINING ON ANTI-CORRUPTION	U.M.	2023	2024	2025
Governance body members that have received training on anti-corruption	n.	6	3	4
Total number of governance body members		6	3	5
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption		0	0	0

205-3 Confirmed incidents of corruption

Total number of confirmed incidents of corruption.

CONFIRMED INCIDENTS OF CORRUPTION	U.M.	2023	2024	2025
Total number of confirmed incidents of corruption		0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	n	0	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption		0	0	0

¹² The data for FY2022 is not available.

301-1 Materials used by weight or volume

301-2 Recycled input materials used¹⁷

Weight of total renewable and non-renewable materials used, including percentage of recycled content.

USED MATERIALS (TONS)	2023			2024			2025		
	TOTAL	of which from recycling	% from recycling	TOTAL	of which from recycling	% from recycling	TOTAL	of which from recycling	% from recycling
Material type used									
Non-renewable materials	9,541	679	7%	11,010	1,655	15%	9,496	1,755	18%
Plastic ¹⁸	2,364	24	1%	2,903	100	3%	2,514	164	7%
Glass ¹⁹	6,624	655	10%	7,509	1,555	21%	6,459	1,579	24%
Aluminum ²⁰	10	-	0%	32	-	0%	31	4	12%
Aluminum mix ²¹	113	-	0%	110	-	0%	114	8	7%
Others ²²	430	-	0%	456	-	0%	378	-	0%
Renewable materials	859	-	45%	859	-	-	1,064	-	-
Paper	397	-	0%	513	-	0%	462	-	0%
Bioplastic (bio-HDPE & PLA)	7	-	0%	7	-	0%	4	-	0%
Wood	455	-	0%	544	-	0%	509	-	0%
Total	10,400	679	7%	12,074	1,655	14%	10,471	1,755	17%

¹⁷ The data reported refer to the quantities of materials purchased by Lumson in FY 2023, 2024 and 2025.

¹⁸ Granules, masterbatch, compounds and purchased secondary packaging were considered (excluding plastic materials used by Lumson through subcontracting). To calculate the aggregate data of the amount of recycled plastic purchased and used, the Company took into account the % of PCR plastic of each product on the product sheets of the products.

¹⁹ Bottles Jar and Tige purchased were considered.

²⁰ Classification was done at the product level. Therefore, the products with plastic-aluminum composite components falls into the Aluminum mix category.

²¹ Aluminium mix refers to a poly-bond material composed by aluminium and polyethylene.

²² The category 'Others' includes components such as rubber pads, adhesives, paints, seals and similar items.

302-1 Energy consumption within the organization²³

Energy consumption within the organization per sources.

DIRECT ENERGY CONSUMPTION	2023			2024			2025		
	kWh	MWh	GJ	kWh	MWh	GJ	kWh	MWh	GJ
From non-renewable sources:									
Natural gas	909,917	910	3,276	907,071	907	3,265	1,009,169	1,009	3,633
Diesel	-	-	-	-	-	-	-	-	-
LPG	60,029	60	216	71,515	72	257	65,265	65	235
From company owned vehicles:									
Petrol	107,874	108	388	87,606	88	315	119,532	120	430
Diesel	453,077	453	1,631	457,145	457	1,646	453,778	454	1,634
LPG	-	-	-	-	-	-	-	-	-
From renewable sources:									
Solar (auto produced and consumed electricity)	234,170	234	843	229,580	230	826	289,778	290	1,043
Total Direct energy consumption	1,765,067	1,765	6,354	1,752,918	1,753	6,311	1,937,522	1,938	6,975

302-2 Energy consumption outside the organization²⁴

Indirect energy consumption within the organization per sources.

INDIRECT ENERGY CONSUMPTION	2023			2024			2025		
	kWh	MWh	GJ	kWh	MWh	GJ	kWh	MWh	GJ
Electricity									
From non-renewable sources	12,531,955	12,532	45,115	12,726,839	12,727	45,817	11,994,645	11,995	43,181
From certified renewable sources	-	-	-	-	-	-	-	-	-
Thermal energy									
From non-renewable sources	-	-	-	202,742	203	730	167,020	167	601
From certified renewable sources	-	-	-	-	-	-	-	-	-
Total Indirect energy consumption	12,531,955	12,532	45,115	12,929,581	12,930	46,546	12,161,665	12,162	43,782

²³ As a consequence of a calculation methodology refinement, the restatement of 2024 data on the values of 'Natural gas' and 'Petrol' is noted.

²⁴ As a consequence of a calculation methodology refinement, the restatement of 2024 data on the value of 'Thermal energy' is noted.

303-3 Water withdrawal

Water withdrawal within the organization by source.

WATER WITHDRAWAL BY SOURCE (m³)	2023		2024		2025	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Surface water	-	-	-	-	-	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Groundwater	8,170	-	9,325	-	7,560	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	8,170	-	9,325	-	7,560	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Seawater	-	-	-	-	-	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Produced water	-	-	-	-	-	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Third-party water	-	-	-	-	-	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Total water withdrawal	8,170	-	9,325	-	7,560	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	8,170	-	9,325	-	7,560	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-

303-4 Water discharge²⁵

Water discharge within the organization by destination.

WATER DISCHARGE BY DESTINATION (m³)	2023		2024		2025	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Surface water	-	-	-	-	-	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Groundwater	30	-	30	-	30	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
other water (>1,000 mg/L Total Dissolved Solids)	30	-	30	-	30	-
Seawater	-	-	-	-	-	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Produced water	-	-	-	-	-	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Third-party water	8,140	-	9,295	-	7,530	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	8,140	-	9,295	-	7,530	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Total water discharge	8,170	-	9,325	-	7,560	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	8,140	-	9,295	-	7,530	-
other water (>1,000 mg/L Total Dissolved Solids)	30	-	30	-	30	-

²⁵ As a consequence of a calculation methodology refinement, the restatement of 2023 and 2024 data on the values of 'Groundwater' is noted.

303-5 Water consumption²⁶

Water consumption within the organization by source.

WATER CONSUMPTION (m ³)	2023		2024		2025	
	All areas	Areas with water stress	All areas	Areas with water stress	All areas	Areas with water stress
Total water withdrawal	8,170	-	9,325	-	7,560	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	8,170	-	9,325	-	7,560	-
other water (>1,000 mg/L Total Dissolved Solids)	-	-	-	-	-	-
Total water discharge	8,170	-	9,325	-	7,560	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	8,140	-	9,295	-	7,530	-
other water (>1,000 mg/L Total Dissolved Solids)	30	-	30	-	30	-
Total water consumption	0	-	0	-	0	-
freshwater (≤1,000 mg/L Total Dissolved Solids)	30	-	30	-	30	-
other water (>1,000 mg/L Total Dissolved Solids)	-30	-	-30	-	-30	-

305-1 Direct (Scope 1) GHG emissions²⁷

Direct (Scope 1) emissions within the organization per sources.

SCOPE 1 EMISSIONS (t. CO ₂)	2023	2024	2025
From non-renewable sources			
Natural gas	166.54	165.99	184.74
Diesel	-	-	-
LPG	12.84	15.34	14.00
Refrigerant gases	15.00	33.00	0.87
From company-owned vehicles			
Gasoline	23.83	19.29	26.25
Diesel	108.34	109.28	110.78
LPG	-	-	-
Total	326.55	342.90	336.64

²⁶ As a consequence of a calculation methodology refinement, the restatement of 2023 and 2024 data on the values of Total water discharge' (other water) and 'Total water consumption' is noted.

²⁷ As a consequence of a calculation methodology refinement, the restatement of 2024 data on the value of 'Natural gas' in Scope 1 is noted. The emission factors used for "natural gas, diesel, LPG, gasoline fuels and refrigerant gas" are the emission factors published by the UK Government GHG Conversion Factors for Company Reporting 2025 (DEFRA). During the reporting period, no biogenic CO₂ emissions were recorded at Lumson.

305-2 Energy indirect (Scope 2) GHG emissions²⁸

Indirect (Scope 2) emissions within the organization per sources.

SCOPE 2 EMISSIONS (t. CO _{2e})	2023	2024	2025
Market-based			
Purchased electricity	5,728.98	6,370.62	5,291.98
Thermal energy	-	45.09	37.98
Total	5,728.98	6,415.71	5,329.96

SCOPE 2 EMISSIONS (t. CO _{2e})	2023	2024	2025
Location-based			
Purchased electricity	3,871.12	3,007.35	2,610.03
Thermal energy	-	45.09	37.98
Total	3,871.12	3,052.44	2,648.02

²⁸ As a consequence of a calculation methodology refinement, the restatement of 2024 for 'purchased electricity' data on Scope 2 – Market-based emissions is noted.

As a consequence of a calculation methodology refinement, the restatement of 2024 for 'thermal energy' data on Scope 2 emissions is noted. For the calculation of indirect emissions from electricity (Scope 2) according to the Market-based method, the emission factors published by the Association of Issuing Bodies (AIB) 2024 were used for each reference year.

For the calculation of indirect emissions from electricity (Scope 2) according to the Location-based method, the emission factors published by Ipsra "Efficiency and decarbonisation indicators in Italy and in the biggest European Countries. Edition 2024" were used for each reference year. For the calculation of indirect emissions from thermal energy (Scope 2) according to the Market-based and Location-based method, the emission factors published by Ipsra "Efficiency and decarbonisation indicators in Italy and in the biggest European Countries. Edition 2024" were used for each reference year.

306-3 Waste generated²⁹

306-4 Waste diverted from disposal³⁰

306-5 Waste directed to disposal³¹

Weight of generated waste by recovered and disposed waste in metric tons and a breakdown of this total by composition of the waste.

WASTE GENERATED (TONS)		2023				2024				2025			
Type of Waste	Materials Present in Waste	Waste Generated	Waste Recovered	Waste Disposal	% Recovered Waste	Waste Generated	Waste Recovered	Waste Disposal	% Recovered Waste	Waste Generated	Waste Recovered	Waste Disposal	% Recovered Waste
Hazardous	Waste paints and varnishes, contaminated filters and rags, contaminated packaging	153.47	-	153.47	0%	133.54	-	133.54	0%	147.38	147.38	-	100%
Hazardous	Empty spray cans, oil, toner, Out-of-service equipment	4.43	-	4.43	0%	5.85	5.85	-	100%	14.58	5.15	9.43	35%
Non-hazardous	Plastic scraps, wood, paper, glass, metals, plastic films, ferrous material	789.45	789.45	-	100%	1,002.93	936.90	66.03	93%	957.41	895.22	62.19	94%
Non-hazardous	Mixed packaging	351.17	-	351.17	0%	270.53	270.53	-	100%	243.59	243.59	-	100%
Total waste generated		1,298.52	789.45	509.07	61%	1,412.85	1,213.28	199.57	86%	1,362.97	1,291.35	71.62	95%

²⁹ Data is obtained from waste transfer notes from contracted waste collectors.
³⁰ Data is obtained from waste transfer notes from contracted waste collectors.
³¹ Data is obtained from waste transfer notes from contracted waste collectors.

Weight of generated waste diverted from disposal in metric tons and a breakdown of this total by recovery operation.

WASTE DESTINED FOR DISPOSAL (TONS)	Associated Recovery Codes	2023	2024	2025
Hazardous Waste		-	5.85	152.53
Preparation for Reuse	R2-R6-R9	-	-	-
Recycling	R3-R4-R5	-	-	-
Other Recovery Operations	R1-R7-R8-R10-R11-R12-R13	-	5.85	152.53
Non-Hazardous Waste		789.45	1,207.43	1,138.81
Preparation for Reuse	R2-R6-R9	-	-	-
Recycling	R3-R4-R5	-	-	-
Other Recovery Operations	R1-R7-R8-R10-R11-R12-R13	789.45	1,207.43	1,138.81
Total		789.45	1,213.28	1,291.35

Weight of generated waste directed to disposal in metric tons and a breakdown of this total by disposal operation.

WASTE DESTINED FOR DISPOSAL (TONS)	Associated Recovery Codes	2023	2024	2025
Hazardous Waste		157.90	133.54	9.43
Incineration - with energy recovery	D10-D11	2.45	-	-
Landfill	D1-D5-D12	-	-	-
Other Disposal Operations	D2-D3-D4-D6-D7-D14-D15-D13-D9-D8	155.45	133.54	9.43
Non-Hazardous Waste		351.17	66.03	62.19
Incineration	D10-D11	-	-	-
Landfill	D1-D5	-	-	-
Other Disposal Operations	D2-D3-D4-D6-D7-D12-D14-D15-D13-D9-D8	351.17	66.03	62.19
Total		509.07	199.57	71.62

308-1 New suppliers that were screened using environmental criteria

Number and percentage of new suppliers screened according to environmental criteria.

SUPPLIERS SCREENED USING ENVIRONMENTAL CRITERIA	U.M.	2023	2024	2024
Number of new suppliers during the year		6	10	7
Number of new suppliers that were screened using environmental criteria	n.	2	7	7
% new suppliers screened using environmental criteria	%	33%	70%	100%

401-1 New employee hires and employee turnover

Number of new hires, by age and gender.

NUMBER OF NEW HIRES	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total of new hires	33	13	46	19	9	28	6	13	19
< 30 years old	10	8	18	4	3	7	1	5	6
30-50 years old	19	4	23	10	5	15	3	8	11
> 50 years old	4	1	5	5	1	6	2	0	2

Number of employees who left the company (i.e., number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service, during the reporting period), by age and gender.

TERMINATIONS (NUMBER OF PEOPLE)	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total terminations	21	14	35	25	12	37	13	2	15
< 30 years old	3	2	5	3	-	3	3	-	3
30-50 years old	8	8	16	12	8	20	9	2	11
> 50 years old	10	4	14	10	4	14	1	-	1

Turnover rate by age and gender.

TURNOVER RATE ³²	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Turnover rate	5%	-1%	3%	-3%	-2%	-2%	-3%	6%	1%
< 30 years old	20%	33%	25%	3%	17%	9%	-9%	26%	7%
30-50 years old	8%	-3%	3%	-2%	-3%	-2%	-5%	5%	0%
> 50 years old	-10%	-7%	-9%	-8%	-6%	-7%	1%	0%	1%

³² Calculated as the number of employees hired minus the number of employees leaving the Company on the total number of employees.

401-3 Parental leave

Number of employees that were entitled to parental leave, by gender and professional category.

EMPLOYEES ENTITLED TO PARENTAL LEAVE (NUMBER)	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors (head of) / Senior Managers	5	0	5	4	0	4	4	0	4
Managers	15	5	20	14	5	19	18	6	24
White collars	76	63	139	77	65	142	77	71	148
Blue collars	132	116	248	126	110	236	115	115	230
Total	228	184	412	221	180	401	214	192	406

Number of employees who took parental leave, by gender and professional category.

EMPLOYEES THAT TOOK PARENTAL LEAVE	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors (head of) / Senior Managers	-	-	-	-	-	-	-	-	-
Managers	-	-	-	-	-	-	-	-	-
White collars	0	12	12	9	4	13	5	4	9
Blue collars	2	13	15	9	8	17	-	3	3
Total	2	25	27	18	12	30	5	7	12

Number of employees who returned to work after parental leave ended, by gender and professional category.

EMPLOYEES WHO RETURNED TO WORK AFTER PARENTAL LEAVE ENDED	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors (head of) / Senior Managers	-	-	-	-	-	-	-	-	-
Managers	-	-	-	-	-	-	-	-	-
White collars	-	9	9	1	5	6	5	3	8
Blue collars	2	12	14	9	8	17	-	2	2
Total	2	21	23	10	13	23	5	5	10

Number of employees who returned to work after parental leave ended and who were still employed twelve months after their return to work, by gender and professional category.

EMPLOYEES WHO RETURNED TO WORK AFTER PARENTAL LEAVE ENDED AND WHO WERE STILL EMPLOYED TWELVE MONTHS AFTER	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors (head of) / Senior Managers	-	-	-	-	-	-	-	-	-
Managers	-	-	-	-	-	-	-	-	-
White collars	-	6	6	8	-	8	-	-	-
Blue collars	2	12	14	8	3	11	-	3	3
Total	2	18	20	16	3	19	0	3	3

403-5 Worker training on occupational health and safety

Number of training hours by gender and professional category provided to employees.

EMPLOYEES AND WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANIZATION	U.M.	2023	2024	2025
First aid (secourist)		95	91	107
Electrical compliance and safety		10	12	14
Chemical hazards	n. workers %	18	16	15
Forklift driver + firefighters		153	148	156
Total		276	267	292

403-8 Workers covered by an occupational health and safety management system

Number and percentage of total employees covered by an occupational health and safety management system.

EMPLOYEES	2023		2024		2025	
	n.	%	n.	%	n.	%
Total number of employees covered	412	100%	401	100%	406	100%
Total number of employees	412	-	401	-	406	-

Number and percentage of total workers who are not employees, but whose work and/or workplace is controlled by the organization, covered by an occupational health and safety management system.

OTHER WORKERS	2023		2024		2025	
	n.	%	n.	%	n.	%
Number of other workers covered	96	100%	109	100%	109	100%
Total number of other workers	96	-	109	-	109	-

403-9 Work-related injuries³³

Total number of injuries at work for employees.

EMPLOYEE WORK-RELATED INJURIES	U.M.	2023	2024	2025 ³⁴
Total number of recordable work-related injuries		2	9	3
<i>At workplace</i>		2	9	3
Total number of fatalities as a result of work-related injury		-	-	-
<i>At workplace</i>	n.	-	-	-
Total number of high-consequence work-related injuries (excluding fatalities)		-	-	-
<i>At workplace</i>		-	-	-
Worked hours	h.	665,842	681,683	651,038

Employee injury rates related only to workplace injuries.

EMPLOYEE INJURY RATES RELATED ONLY TO WORKPLACE INJURIES	U.M.	2023	2024	2025 ³⁴
Rate of recordable work-related injuries		3.00	13.20	4.61
Rate of fatalities as a result of work-related injury	%	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)		-	-	-

³³ The rate of work-related injuries recorded is calculated by dividing number of work-related injuries by the number of total hours worked and multiplying the result by 1,000,000.

³⁴ Injuries mainly concerned stumbling and little cuttings.

Total number of work-related injuries to workers who are not employees, but whose work and/or workplace is controlled by the organization.

NOT EMPLOYEE WORK-RELATED INJURIES	U.M.	2023	2024	2025
Total number of recordable work-related injuries		2	-	3
<i>At workplace</i>		-	-	3
Total number of fatalities as a result of work-related injury		-	-	-
<i>At workplace</i>	n.	-	-	-
Total number of high-consequence work-related injuries (excluding fatalities)		-	-	-
<i>At workplace</i>		-	-	-
Worked hours	h.	151.515	184.792	203.241

Workers who are not employees injury rates related only to workplace injuries.

NOT EMPLOYEE INJURY RATES RELATED ONLY TO WORKPLACE INJURIES	U.M.	2023	2024	2025 ³⁴
Rate of recordable work-related injuries		13.20	-	14.76
Rate of fatalities as a result of work-related injury	%	-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)		-	-	-

404-1 Average hours of training per year per employee

Number of training hours by gender and professional category provided to employees.

TRAINING HOURS BY GENDER AND PROFESSIONAL CATEGORY (H.)	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors (head of) / Senior Managers	64	-	64	37	-	37	57	-	57
Managers	197	100	297	176	50	225	434	156	589
White collars	942	803	1,745	951	402	1,353	1,093	1,298	2,391
Blue collars	3,244	2,151	5,396	7,114	1,249	8,364	3,409	756	4,165
Total	4,447	3,054	7,501	8,278	1,700	9,978	4,993	2,209	7,202

Average number of training hours per employee by gender and professional category.

AVERAGE NUMBER OF TRAINING HOURS (H.)	2023			2024			2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors (head of) / Senior Managers	13	-	13	9	-	9	14	-	14
Managers	13	20	15	13	10	12	24	26	25
White collars	12	13	13	12	6	10	14	18	16
Blue collars	25	19	22	56	11	35	30	7	18
Total	20	17	18	37	9	25	23	12	18

Number of training hours by topic provided to employees.

TRAINING HOURS BY TOPIC (h.)	2023	2024	2025
Environment	183	74	114
Code of Ethics (Compliance, Anti-Corruption, Human rights, D&I, Discrimination, GDPR etc.)	732	466	365
Health and Safety	1,511	1,709	1,091
Technical-specialist, professional	4,908	7,563	5,035
Languages	168	166	228
Cyber Security	-	-	77
Induction for new hires	-	-	261
ESG training ³⁵	-	-	32
Total	7,501	9,978	7,202

³⁵ T100% of Lumson's buyers participated in ESG training.

Number of training hours by topic provided to workers who are not employees.³⁶

TRAINING HOURS BY TOPIC (h.)	2023	2024	2025
Environment	28	1	128
Code of Ethics (Compliance, Anti-Corruption, Human rights, D&I, Discrimination, GDPR etc.)	43	160.5	149
Health and Safety	449.5	491.0	874.5
Technical-specialist, professional	2,723.5	9,681.5	13,820
Languages	-	-	-
Cyber Security	-	-	1
Induction for new hires	-	-	-
Total	3,244	10,334.0	14,972.5

404-3 Percentage of employees receiving regular performance and career development reviews³⁷

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

NUMBER AND PERCENTAGE OF EMPLOYEES WHO PARTICIPATED IN PERIODIC PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	2023				2024				2025			
	Men	%	Women	%	Men	%	Women	%	Men	%	Women	%
Directors (head of) / Senior Managers	5	100%	-	-	3	75%	-	-	4	100%	-	-
Managers	12	80%	5	100%	11	79%	5	100%	16	89%	6	100%
White collars	11	14%	19	30%	14	18%	19	29%	16	21%	20	28%
Blue collars	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	28	12%	24	13%	28	13%	24	13%	36	17%	26	14%

³⁶ The training hours for each year of all temporary staff, directors, COCOCO contractors and trainees were taken into account, regardless of their employment status as at 31 December of the reference year (therefore, those who had left the company were also included).

³⁷ The percentage of employees receiving regular performance reviews is calculated as the ratio between the number of employees evaluated - broken down by gender and category - and the total number of employees in the same groups employed during the reporting year.

405-1 Diversity of employees and governance bodies

Total number of employees by age, professional category and gender.

EMPLOYEES (NUMBER OF PEOPLE)	2023				2024				2025			
	Men	Women	TOTAL	% (age)	Men	Women	TOTAL	% (age)	Men	Women	TOTAL	% (age)
Directors (head of) / Senior managers	5	-	5	-	4	-	4	-	4	-	4	-
< 30 years old	-	-	-	0%	-	-	-	0%	-	-	-	0%
30-50 years old	2	-	2	40%	-	-	-	0%	-	-	-	0%
> 50 years old	3	-	3	60%	4	-	4	100%	4	-	4	100%
Managers	15	5	20	-	14	5	19	-	18	6	24	-
< 30 years old	-	-	-	-	-	-	-	0%	-	-	-	0%
30-50 years old	6	2	8	40%	7	2	9	47%	9	3	12	50%
> 50 years old	9	3	12	60%	7	3	10	53%	9	3	12	50%
White collars	76	63	139	-	77	65	142	-	77	71	148	-
< 30 years old	5	12	17	12%	9	12	21	15%	7	11	18	12%
30-50 years old	53	43	96	69%	46	44	90	63%	44	47	91	61%
> 50 years old	18	8	26	19%	22	9	31	22%	26	13	39	26%
Blue collars	132	116	248	-	126	110	236	-	115	115	230	-
< 30 years old	30	6	36	15%	20	6	26	11%	16	8	24	10%
30-50 years old	72	76	148	60%	76	69	145	61%	66	67	133	58%
> 50 years old	30	34	64	26%	30	35	65	28%	33	40	73	32%
Total	228	184	412	100%	221	180	401	100%	214	192	406	-
< 30 years old	35	18	53	13%	29	18	47	12%	23	19	42	10%
30-50 years old	133	121	254	62%	129	115	244	61%	119	117	236	58%
> 50 years old	60	45	105	25%	63	47	110	27%	72	56	128	32%
% (gender)	55%	45%	100%	-	55%	45%	100%	-	53%	47%	100%	-

Number and percentage of employees in vulnerable categories³⁸

EMPLOYEES IN VULNERABLE CATEGORIES	U.M.	2023			2024			2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total employees in vulnerable categories		9	8	17	9	10	19	9	11	20
Directors (head of) / Senior Managers	n.	-	-	-	-	-	-	-	-	-
Managers		-	-	-	-	-	-	-	-	-
White collars		2	2	4	3	3	6	3	3	6
Blue collars		7	6	13	6	7	13	6	8	14
% of employees in vulnerable categories	%	4%	4%	4%	4%	6%	5%	4%	6%	5%

405-2 Ratio of basic wage and salary of women to men^{39 40}

The ratio of basic salary and remuneration of women to men for each employee category.

RATIO OF BASIC SALARY OF WOMEN TO MEN	2023	2024	2025
Total	0.95	0.91	0.88
Directors (head of) / Senior Managers	n.a.	n.a.	n.a.
Managers	0.85	0.83	0.98
White collars	1.07	0.96	0.95
Blue collars	1.02	0.97	0.89

RATIO OF REMUNERATION OF WOMEN TO MEN	2023	2024	2025
Total	0.77	0.73	0.73
Directors (head of) / Senior Managers	n.a.	n.a.	n.a.
Managers	0.99	0.96	1.06
White collars	0.87	0.79	0.83
Blue collars	0.87	0.84	0.78

³⁸ As a consequence of a calculation methodology refinement, the restatement of 2024 data on 'Total employees in vulnerable categories' is noted. The Board of Directors currently includes no members from identified vulnerable categories.

³⁹ As a consequence of a calculation methodology refinement, the restatement of 2024 data on 'Ratio of basic salary of women to men' and 'Ratio of remuneration of women to men' is noted.

⁴⁰ The ratio of basic salary and remuneration is not available (n.a.), as there are no female directors.

406-1 Incidents of discrimination and corrective actions taken

TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION	2023	2024	2025
Total	0	0	1
Race	0	0	0
Sex	0	0	0
Religion	0	0	0
Political opinion	0	0	0
National extraction	0	0	0
Social origin	0	0	0
Other ⁴¹	0	0	1

414-1 New suppliers that were screened using social criteria⁴²

Number and percentage of new suppliers screened according to social criteria:⁴³

SUPPLIERS SCREENED USING SOCIAL CRITERIA	U.M.	2023	2024	2025
Number of new suppliers during the year		6	10	7
Number of new suppliers that were screened using social criteria	n.	6	10	7
% suppliers screened using social criteria	%	100%	100%	100%

⁴¹ The joint company-union committee, together with the Whistleblowing function, took the appropriate disciplinary measures in accordance with internal procedures.

⁴² As a consequence of a calculation methodology refinement, the restatement of the data 2023 for 'Number of new suppliers that were screened using social criteria' is noted.

⁴³ In 2025, 100% of Lumson's suppliers signed the Code of Ethics.

416-1 Assessment of the health and safety impacts of product and service categories

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.

HEALTH AND SAFETY IMPACTS OF PRODUCT AND SERVICE CATEGORIES	U.M.	2023	2024	2025
Significant product and service categories for which health and safety impacts are assessed for improvement	%	100%	100%	100%

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Total number incidents of product safety non-compliance

	U.M.	2023	2024	2025
Non-compliance vs Laws & Regulations				
Total incidents open at 31 st December		0	0	0
New incidents	n.	0	0	0
Closed incident		0	0	0
Total incidents still open		0	0	0
Non-compliance vs Voluntary Codes				
Total incidents open at 31 st December		0	0	0
New incidents	n.	0	0	0
Closed incident		0	0	0
Total incidents still open		0	0	0

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Total number of substantiated complaints received concerning breaches of customer privacy

TOTAL SUBSTANTIATED COMPLAINTS	U.M.	2023	2024	2025
Total number of substantiated complaints		0	0	0
<i>of which received from outside parties</i>	n.	0	0	0
<i>of which received from regulatory bodies</i>		0	0	0

Please report the total number of identified leaks, thefts, or losses of customer data, and clients involved

IDENTIFIED LEAKS, THEFTS, OR LOSSES OF CUSTOMER DATA	U.M.	2023	2024	2025
Total number of identified leaks, thefts, or losses of customer data	n.	0	0	0
Total number of clients involved		0	0	0

Other performance indicators

SUPPLIERS WHO HAVE SIGNED CONTRACTS THAT INCLUDE CLAUSES WITH ENVIRONMENTAL REQUIREMENTS OR RELATING TO HUMAN AND LABOR RIGHTS	U.M.	2025	2024	2023
Total number of suppliers		200	204	207
Number of suppliers that have signed contracts that include clauses with environmental requirements or relating to human and labor rights	n.	171	27	7
<i>of which have signed contracts that include clauses with environmental requirements</i>		-	-	-
<i>of which have signed contracts that include clauses with social requirements</i>		-	27	7
% suppliers who have signed contracts that include clauses with environmental requirements or relating to human and labor rights	%	86%	13%	3%

Glossary

PE

Polyethylene or Polythene, the most produced plastic. It is a polymer primarily used for packaging (plastic bags, plastic films, geomembranes and containers including bottles, etc.).

LDPE

Low-density polyethylene, a thermoplastic material made from monomer ethylene.

PET

Polyethylene Terephthalate, the most common thermoplastic polymer resin of the polyester family used in fibers for clothing, containers for liquids and foods, thermoforming for manufacturing and in combination with glass fiber for engineering resins.

PETG

Polyethylene Terephthalate Glycol, a thermoplastic polyester that provides significant chemical resistance, durability and excellent formability for manufacturing. This makes it exceptionally popular for commercial applications that involve heat-forming manufacturing techniques.

PVC

Polyvinyl, the world's third-most widely produced synthetic polymer of plastic (after polyethylene and polypropylene). It is used in pipe construction, in profile applications such as doors and windows and to produce plastic bottles, non-food packaging, food-covering sheets and plastic cards (such as bank or membership cards).

EVOH

Ethylene Vinyl Alcohol, a formal copolymer of ethylene and vinyl alcohol, commonly used as an oxygen barrier in food and cosmetic packaging. It is highly transparent, weather resistant, oil and solvent resistant, flexible, moldable, recyclable and printable.

Glossary

PA

Polyamide, commonly known as nylon, is a semicrystalline thermoplastic polymer with low density and high thermal stability. Polyamides are among the most important and widely used engineering thermoplastics due to their outstanding wear resistance, good coefficient of friction and incredibly good temperature and impact resistance.

PCR

Post-Consumer Recycled. PCR materials come from items recycled after being used by final consumers.

HDPE

High-Density Polyethylene, a thermoplastic polymer produced from the monomer ethylene and commonly used to produce plastic bottles, corrosion-resistant piping, geomembranes and plastic lumber.

PP

Polypropylene, also known as polypropene, a thermoplastic polymer used in a wide variety of applications. Polypropylene is the second-most widely produced plastic commodity (after polyethylene).

ABS

Acrylonitrile-Butadiene-Styrene, a common thermoplastic polymer derived from styrene polymerized together with acrylonitrile in the presence of polybutadiene.

PLA

Poly(lactic acid), a thermoplastic polyester with backbone formula formally obtained by condensation of lactic acid. PLA has become a popular material due to being economically produced from renewable resources.

PFAS














Perfluorinated Alkylated Substances, a group of widely used man-made chemicals that accumulate over time in humans and the environment. They are known as 'permanent chemicals', as they are extremely persistent in our environment and body, causing important effects in humans' health.




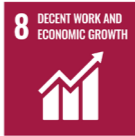






Correlation table between GRI standards, SDGs, and material topics

GRI 2-16
Communication of critical concerns

GRI 3-2 List of material topics

GRI 3-3 Management of material topics

GRI standards	Material topic	SDGs
GRI 302-1 GRI 305-1 GRI 305-2	Climate change	      
GRI 301-1 GRI 301-2 GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5	Circular economy	     

GRI standards	Material topic	SDGs
GRI 2-7 GRI 2-8 GRI 2-30 GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7 GRI 403-8 GRI 403-9 GRI 404-1 GRI 405-1 GRI 405-2 GRI 406-1	Own workforce	     
GRI 2-6 GRI 201-1 GRI 204-1 GRI 2-26 GRI 205-2 GRI 205-3 GRI 308-1 GRI 414-1	Business conduct	   

GRI content index

Statement of use	Lumson S.p.A. has reported in accordance with the GRI Standards for the period 01.01.2025 - 31.12.2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standard is applicable

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			NOTES
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organizational details	Lumson and its reference context p. 10				Legal name: Lumson S.p.A. Legal form: Joint-stock Company Location of its headquarters: Capergnanica (CR) Via Tesino, 62/64 26010 Countries of operation: France, USA, Italy, Spain, Germany, Israel, Poland, UK, Finland, Canada
	2-2 Entities included in the organization's sustainability reporting	Lumson and its reference context Methodological note pp. 12, 101				Lumson S.p.A. is a shareholder-managed Company. The companies managed by Lumson S.p.A. are: Lumson France S.a.S., Lumson USA Corp., Lumson Iberia S.L., Lumson Deutschland GmbH, Allprint S.r.l. (33,375%). The companies managed by Lumson S.p.A. are excluded from the present document, which only considers the Lumson S.p.A. Italian perimeter.
	2-3 Reporting period, frequency, and contact point	Methodological note p. 101				Reporting period: 1.01.2025 - 31.12.2025 Frequency: annual Publication date: May 2026
	2-4 Restatements of information	Methodological note pp. 101, 104, 109, 111-112-113, 124-125				
	2-5 External assurance	Methodological note pp. 101, 140-142				
	2-6 Activities, value chain and other business relationships	Lumson and its reference context Responsible supply chain practices Shared value creation pp. 9-17, 51, 53				
	2-7 Employees	Skills, employability and human capital development Performance indicators pp. 91-92, 103				
	2-8 Workers who are not employees	Skills, employability and human capital development Performance indicators pp. 91, 103				
	2-9 Governance structure and composition	Lumson's governance pp. 39-40				
	2-10 Nomination and selection of the highest governance body	Lumson's governance pp. 39-40				
	2-11 Chair of the highest governance body	Lumson's governance pp. 39-40				

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			NOTES
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Integration of sustainability in the Company strategy pp. 44-47				
	2-13 Delegation of responsibility for managing impacts	Integration of sustainability in the Company strategy pp. 44-47				
	2-14 Role of the highest governance body in sustainability reporting	Integration of sustainability in the Company strategy pp. 45-101				
	2-15 Conflicts of interest	Lumson's governance p. 42				No conflicts of interest have been registered during the reporting period.
	2-16 Communication of critical concerns	Integration of sustainability in the Company strategy p. 44				
	2-17 Collective knowledge of the highest governance body	Integration of sustainability in the Company strategy p. 45				
	2-18 Evaluation of the performance of the highest governance body	Integration of sustainability in the Company strategy p. 45				
	2-19 Remuneration policies	Lumson's governance pp. 39, 93				
	2-20 Process to determine remuneration	Skills, employability and human capital development pp. 93, 94				
	2-21 Annual total compensation ratio	Performance indicators p. 104				
	2-22 Statement on sustainable development strategy	Letter to stakeholders pp. 4-5				
	2-23 Policy commitments	Integration of sustainability in the Company strategy pp. 45-46				Lumson's public policy commitments are available in a dedicated section of the website.
	2-24 Embedding policy commitments	Integration of sustainability in the Company strategy pp. 45-46				
	2-25 Processes to remediate negative impacts	Integration of sustainability in the Company strategy pp. 45-46				
	2-26 Mechanisms for seeking advice and raising concerns	Compliance, corruption and bribery pp. 47-49				
	2-27 Compliance with laws and regulations	Compliance, corruption and bribery pp. 47-49				
	2-28 Membership associations	Stakeholders' engagement p. 29				
	2-29 Approach to stakeholder engagement	Stakeholders' engagement pp. 28-29				
	2-30 Collective bargaining agreements	Skills, employability and human capital development p. 93				

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			NOTES
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Lumson's material topics pp. 22-23				
	3-2 List of material topics	Lumson's material topics pp. 24-25				
BUSINESS CONDUCT - CORPORATE CULTURE						
GRI 3: Material Topics 2021	3-3 Management of material topics	Lumson's material topics pp. 39-41				
BUSINESS CONDUCT - CORRUPTION AND BRIBERY						
GRI 3: Material Topics 2021	3-3 Management of material topics	Compliance, corruption and bribery pp. 47-49				
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Compliance, corruption and bribery Performance indicators pp. 49, 106-107				
	205-3 Confirmed incidents of corruption and actions taken	Compliance, corruption and bribery pp. 49-107				No incidents of corruption and no significant instances of non-compliance with laws and regulations have been reported in the reporting period.
CIRCULAR ECONOMY - RESOURCES INFLOWS						
GRI 3: Material Topics 2021	3-3 Management of material topics	Resource inflows and sustainable materials pp. 62-64				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Resource inflows and sustainable materials Performance indicators pp. 63-64, 108				
	301-2 Recycled input materials used	Resource inflows and sustainable materials Performance indicators pp. 63-64, 108				'Recycled Paper Used': value subject to restatement due to changes in measurement methodologies.
CLIMATE CHANGE						
GRI 3: Material Topics 2021	3-3 Management of material topics	Emissions, energy efficiency and climate change pp. 70-79				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Emissions, energy efficiency and climate change Performance indicators pp. 70-71, 109				'Natural gas' and 'Petrol' values subject to restatement in 2024 due to changes in measurement methodologies. As a consequence of a calculation methodology refinement, the restatement of 2024 data on the value of 'Thermal energy' is noted.
	302-2 Energy consumption outside the organization	Emissions, energy efficiency and climate change Performance indicators pp. 70-71, 109				'Thermal energy' value is subject to restatement in 2024 due to changes in measurement methodologies.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			NOTES
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions, energy efficiency and climate change Performance indicators pp. 71-72, 112				Scope 1: 'Natural gas' value is subject to restatement for 2024 due to changes in measurement methodologies.
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions, energy efficiency and climate change Performance indicators pp. 71-72, 113				Scope 2: values subject to restatement for 2024 due to changes in measurement methodologies.
	GRI 305-3 Other indirect (Scope 3) GHG emissions	Emissions, energy efficiency and climate change pp. 73-79				The companies managed by Lumson S.p.A. are excluded from the Scope 3 calculation, which only considers the Lumson S.p.A. Italian perimeter.
CIRCULAR ECONOMY - WASTE						
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste management pp. 80-82				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management pp. 80-82				
	306-2 Management of significant waste-related impacts	Waste management pp. 80-82				
	306-3 Waste generated	Waste management Performance indicators pp. 82, 114-115				No incidents or non-conformities related to waste pollution were reported in the reporting period.
	306-4 Waste diverted from disposal	Waste management Performance indicators pp. 82, 114-115				
	306-5 Waste directed to disposal	Waste management Performance indicators pp. 82, 114-115				
CIRCULAR ECONOMY - RESOURCE OUTFLOWS						
GRI 3: Material Topics 2021	3-3 Management of material topics	Circular economy and resource outflows pp. 65-67				
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Circular economy and resource outflows pp. 65-67				

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			NOTES
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
OWN WORKFORCE - EQUAL TREATMENT AND OPPORTUNITIES FOR ALL						
GRI 3: Material Topics 2021	3-3 Management of material topics	Skills, employability and human capital development Diversity, equity and equal opportunities pp. 91-94, 95-96				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Skills, employability and human capital development Performance indicators pp. 92, 116				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Skills, employability and human capital development pp. 93-94				
	401-3 Parental leave	Skills, employability and human capital development Performance indicators pp. 94, 117-118				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Skills, employability and human capital development Performance indicators pp. 93, 121-122				
	404-3 Percentage of employees receiving regular performance and career development reviews	Skills, employability and human capital development Performance indicators pp. 93, 122				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Lumson's governance Diversity, equity and equal opportunities Performance indicators pp. 40, 95, 123				
	405-2 Ratio of basic salary and remuneration of women to men	Performance indicators p. 124				'Ratio of basic salary of women to men' and 'Ratio of remuneration of women to men' values subject to restatement in 2024 due to changes in measurement methodologies.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity, equity and equal opportunities Performance indicators pp. 96, 125				
OWN WORKFORCE - WORKING CONDITIONS						
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational health and safety pp. 85-90				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety pp. 85-86				
	403-2 Hazard identification, risk assessment and incident investigation	Occupational health and safety pp. 86-87				
	403-3 Occupational health services	Occupational health and safety pp. 88-90				

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			NOTES
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety	Occupational health and safety pp. 89-90				
	403-5 Worker training on occupational health and safety	Occupational health and safety Performance indicators pp. 88-89, 118				
	403-6 Promotion of worker health	Occupational health and safety pp. 88-89				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety pp. 85-90				
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety Performance indicators pp. 85, 118-119				
	403-9 Work-related injuries	Occupational health and safety Performance indicators pp. 90, 119-120				
WATER (VOLUNTARY)						
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water management p. 83				
	303-2 Management of water discharge-related impacts	Water management p. 83				No incidents or non-conformities related to water pollution were reported in the reporting period.
	303-3 Water withdrawal	Water management Performance indicators pp. 83, 110				
	303-4 Water discharge	Water management Performance indicators pp. 83, 111				'Groundwater' value subject to restatement in 2023 and 2024 due to changes in measurement methodologies.
	303-5 Water consumption	Water management Performance indicators pp. 83, 112				Total water discharge' (other water) and 'Total water consumption' values subject to restatement in 2023 and 2024 due to changes in measurement methodologies.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			NOTES
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
ECONOMIC PERFORMANCE (VOLUNTARY)						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Shared value creation p. 53				
PROCUREMENT PRACTICES (VOLUNTARY)						
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible supply chain practices Performance indicators pp. 51, 104-105				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible supply chain practices Performance indicators pp. 52, 115				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible supply chain practices Performance indicators pp. 52, 125				
CUSTOMER HEALTH AND SAFETY (VOLUNTARY)						
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product quality and end-users' safety Performance indicators pp. 60-61, 126				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product quality and end-users' safety Performance indicators pp. 60-61, 126				No incidents of non-compliance related to health and safety impacts of products are reported in the reporting period.
CUSTOMER PRIVACY (VOLUNTARY)						
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data privacy and security Performance indicators pp. 54-55, 127				No incidents concerning breaches of customer privacy and losses of customer data have occurred in the reporting period.



Lumson S.p.A.

Sustainability Report 2025
(with independent auditors' report thereon)

KPMG S.p.A.
6 May 2026



KPMG S.p.A.
 Revisione e organizzazione contabile
 Via Giovanni Battista Pirelli, 38
 20124 MILANO MI
 Telefono +39 02 6763.1
 Email it-fmauditaly@kpmg.it
 PEC kpmgspa@pec.kpmg.it

Independent auditors' report on the sustainability report

To the board of directors of
 Lumson S.p.A.

We have been engaged to perform a limited assurance engagement on the Sustainability Report 2025 (the "sustainability report") of Lumson S.p.A. (the "company").

Directors' responsibility for the sustainability report

The company's directors are responsible for the preparation of a sustainability report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards").

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of a sustainability report that is free from material misstatement, whether due to fraud or error.

They are also responsible for defining the company's objectives regarding its sustainability performance and the identification of the stakeholders and the significant aspects to report.

Auditors' independence and quality management

We are independent in compliance with the independence and all other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (the IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our company applies International Standard on Quality Management 1 (ISQM Italia 1) and, accordingly, is required to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditors' responsibility

Our responsibility is to express a conclusion, based on the procedures performed, about the compliance of the sustainability report with the requirements of the GRI Standards. We carried out our work in accordance with the criteria established by "International Standard on Assurance Engagements 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information" ("ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) applicable to limited assurance engagements. This standard requires that we plan and perform the

KPMG S.p.A.
 è una società per azioni
 di diritto italiano
 e fa parte del network KPMG
 di entità indipendenti affiliate a
 KPMG International Limited,
 società di diritto inglese.



Ancona Bari Bergamo
 Bologna Bolzano Brescia
 Catania Como Firenze Genova
 Lecce Milano Napoli Novara
 Padova Palermo Parma Perugia
 Pescara Roma Torino Treviso
 Trieste Varese Verona

Società per azioni
 Capitale sociale
 Euro 10.415.500,00 i.v.
 Registro Imprese Milano Monza Brianza Lodi
 e Codice Fiscale N. 00709600159
 R.E.A. Milano N. 612867
 Partita IVA 00709600159
 VAT number IT00709600159
 Sede legale: Via Giovanni Battista Pirelli, 38
 20124 Milano MI ITALIA



Lumson S.p.A.
 Independent auditors' report
 31 December 2025

engagement to obtain limited assurance about whether the sustainability report is free from material misstatement.

A limited assurance engagement is less in scope than a reasonable assurance engagement carried out in accordance with ISAE 3000 Revised and, consequently, does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures we performed on the sustainability report are based on our professional judgement and include inquiries, primarily of the company's personnel responsible for the preparation of the information presented in the sustainability report, documental analyses, recalculations and other evidence gathering procedures, as appropriate.

Specifically, we performed the following procedures:

- 1 analysing the reporting of material aspects process, specifically how the reference environment is analysed and understood, how the actual and potential impacts are identified, assessed and prioritised and how the process outcome is validated internally;
- 2 comparing the financial disclosures presented in the "Shared value creation" section of the sustainability report with those included in the company's financial statements;
- 3 understanding the processes underlying the generation, recording and management of the significant qualitative and quantitative information disclosed in the sustainability report.

Specifically, we held interviews and discussions with the company's management personnel. We also performed selected procedures on documentation to gather information on the processes and procedures used to gather, combine, process and transmit non-financial data and information to the office that prepares the sustainability report.

Furthermore, with respect to significant information, considering the company's business and characteristics:

- at company level:
 - a) we held interviews and obtained supporting documentation to check the qualitative information for consistency with available evidence;
 - b) we carried out analytical and limited procedures to check, on a sample basis, the correct aggregation of data in the quantitative information;
- we visited the Capergnanica site in Cremona, which we have selected on the basis of its business, contribution to the key performance indicators and location, to meet its management and obtain documentary evidence, on a sample basis, supporting the correct application of the procedures and methods used to calculate the indicators.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report 2025 of Lumson S.p.A. has not been prepared, in all material respects, in accordance with the requirements of the GRI Standards.



Lumson S.p.A.
Independent auditors' report
31 December 2025

Other matters

The sustainability report presents the corresponding figures included in the Sustainability Report 2023 for comparative purposes, on which another party performed a limited assurance engagement and expressed its unqualified conclusion on 28 November 2024.

Milan, 6 May 2026

KPMG S.p.A.

Andrea Balestri
Director of Audit

© 2026 LUMSON S.p.A. All Rights Reserved.

Italy Headquarters:
Via Tesino 62/64
I-26010 Capergnanica (CR)
Tel. +39 0373 23 31

