



LIVING WAGE CERTIFICATE

The Fair Wage Network guarantees that all employees of the company **Lumson Group** are paid at or above the Living Wage thresholds as defined by Fair Wage Network.

Therefore, **Lumson Group** can be qualified as a 'Living Wage Employer' and it is confirmed that:

Lumson Group

has obtained the

LIVING WAGE CERTIFICATION

for a period of two years, from 27th January 2026 to 27th January 2028 (certificate No 2026- 04).

A new Living Wage Gap analysis will have to be done after two years.

Done in Geneva, on 27th January 2026,

Signature of the Chair
Fair Wage Network