

Lumson's Sustainability Plan - Towards 2030¹

Lumson's first sustainability plan is an important mild stone for its sustainability journey towards near terms commitments (2030).

The objectives are released on a voluntary basis and meet our double materiality assessment made in 2025.

They can be subject to revision in line with strategic topics that may arise in the coming years, as well as due to significant regulatory changes.

	BASE YEAR	TARGET YEAR
ENVIRONMENT	2022	2030
	Reduction of -50% of Scope 1 absolute emissions	
	2022	2030
	Reduction of -50% Scope 2 absolute emissions (market-based)	
	2022	2030
	Reduction of -30% of Scope 1 specific emissions of strategic plants	
	2022	2030
	Reduction of -30% of Scope 2 specific emissions (market-based) of strategic plants	
	2022	2030
	Achieve 80% of electricity consumption from renewable sources (self-generation, PPA, GO, etc.)	
	2022	2030
	Achieve 100% of electricity consumption from renewable sources (self-generation, PPA, GO, etc.)	
SOCIAL		2027202820292030
	Obtain and maintain ISO 50001 certification in all Lumson S.p.A. plants	
	2022	2028
	Enable customers to request free-formaldehyde (POM) products in Lumson's catalogue	
	2025	20262027202820292030
	Conduct SPICE life cycle analysis on 100% of highly innovative products	
	2025	20262027202820292030
	Maintain waste recovery at 90% of total waste	
	2025	20262027202820292030
	2025	20262027202820292030
GOVERNANCE	2025	20262027202820292030
	Zero fatalities on production sites	
	2025	20262027202820292030
	Maintain 100% of Lumson S.p.A. workforce covered by ISO 45001 certified system	
	2025	20262027202820292030
	2025	20262027202820292030
	Introduce and maintain an Employee Satisfaction Survey	
	2025	20262027202820292030
	2025	20262027202820292030
	Maintain 100% of employees payed above the living wage certified by Fair Wage	
	2025	20262027202820292030
	Introduce and maintain ESG Policy	
	2025	20262027202820292030
	2025	20262027202820292030
	Obtain and maintain ISO 27001 certification in all Lumson S.p.A plants	
	2025	20262027202820292030
	2025	20262027202820292030
	Obtain and maintain Authorized Economic Operator (AEO)	
	2025	20262027202820292030
	2026	2027202820292030
	2025	20262027202820292030
	> 90% of new active employees (headcount) trained on anti-corruption	
	2025	20262027202820292030
	2025	20262027202820292030
	Introduce and maintain Anti-Corruption Policy	
	2025	20262027202820292030
	2025	20262027202820292030
	Obtain and maintain ISO 37001 certification in all Lumson S.p.A plants	
	2025	20262027202820292030
	2025	20262027202820292030
	> 90% of new active employees (headcount) trained on whistleblowing	
	2025	20262027202820292030

(1)= The following statement shows results monitored up to September 2025.

(2)= Lumson defines "strategic suppliers" as direct procurement suppliers with an annual turnover exceeding €500,000 and all logistic's partners.