



— LION CAPITAL —

POLICY ON CORPORATE SOCIAL RESPONSIBILITY

- version 2 -



Lion Capital's Policy on CSR

Corporate Social Responsibility (CSR) refers to the obligations that corporations have toward their stakeholders in conducting their business activities, as well as to the contribution they are expected to make to the development of modern society. Sustainable development and corporate social responsibility are inseparable processes, as sustainable development encompasses three key dimensions: environmental protection, social responsibility, and economic growth.

Lion Capital's CSR policy aims to ensure that all its activities are carried out ethically, with full respect for human rights, and with due consideration of the company's impact on society, the economy, and the environment. The company is committed to maintaining transparent and honest dialogue with its employees, shareholders, stakeholders, and the general public.

Lion Capital's social responsibility is consistently reflected through responsible employee management practices, ensuring workplace safety standards, sound environmental management, and, more broadly, the pursuit of socially responsible business practices that take into account the social implications of business decisions. These principles are closely tied to sustainability and to the creation of economic, social, and environmental value. Consequently, Lion Capital operates and acts in a manner that is economically, socially, and environmentally sustainable.

Economic Responsibility

Lion Capital seeks to play a constructive and positive role within the community through the pursuit of socially responsible business practices, while carefully considering the impact of its decisions on the environment, society at large, and the communities in which it operates or upon which its actions exert influence.

The personnel of Lion Capital conduct their professional duties in good faith, upholding the organization's interests and adhering to the principles of fair competition, legality, contractual integrity, professional solidarity, and mutual respect. The company fosters open and honest relations with its business partners, ensuring that all contractual engagements are pursued with transparency, probity, and full legal compliance. Lion Capital grounds its partnerships in lawful, effective, and equitable practices, striving to build long-term collaborations that exemplify both value and integrity.

Employees involved in the negotiation or execution of business relations are expected to possess a comprehensive understanding of the services and/or products acquired or offered by the organization - particularly their advantages and benefits relevant to each counterpart. They must act in accordance with the provisions of this Code and applicable legislation, refraining from seeking personal gain through the misuse or disclosure of confidential information encountered in the course of their duties.

Lion Capital personnel are also expected to actively promote the organization's ethical values and principles in their interactions with business partners, invoking, whenever necessary, the provisions of the Code of Ethics and Professional Conduct as well as the organization's professional standards. They must avoid any preferential or discriminatory treatment of partners or clients based on personal affinities, friendships, or subjective considerations, and must ensure that all stakeholders are treated with impartiality and fairness, in strict compliance with applicable rules and internal procedures.

Responsibility Toward Shareholders

In its operations, Lion Capital is guided by the objective of maximizing shareholder value through the pursuit of sustainable and secure organizational growth.

The company exercises due diligence to ensure equitable treatment of all its shareholders, providing them with relevant and up-to-date information that enables the fair exercise of their rights. At the same time, shareholders are expected to exercise their rights in good faith and with due regard for the legitimate rights and interests of the Company and of fellow shareholders.

Lion Capital ensures accurate and comprehensive disclosure to the public regarding its activities and results. The company fully respects the shareholders' right to information, providing relevant and current data through



both continuous and periodic reporting, thereby enabling an equitable exercise of their rights. Any information deemed capable of influencing the market price of Lion Capital's shares is disclosed through current reports or press releases within 24 hours of the event, being immediately made available to investors via both the Bucharest Stock Exchange (BVB or BSE) platform and the company's own website, www.lion-capital.ro

Reports and press releases addressed to market participants are published on the company's website only after their prior posting on the Bucharest Stock Exchange website, ensuring equal access to information for all investors.

Each year, Lion Capital establishes a financial communication calendar, which is submitted in January to both the BVB and the Financial Supervisory Authority (ASF), and published on the company's website as well as on the BVB platform.

The company recognizes the fundamental role of the media and maintains transparent communication with the public across all available channels. Communication with shareholders - whether direct, by phone, or in writing - is handled exclusively by authorized personnel and must be clear, accurate, and intelligible, including with respect to the explanation of the principal risks and benefits associated with investing in Lion Capital shares.

Lion Capital and its staff act promptly, comprehensively, and without discrimination in responding both to legitimate public information needs and to specific requests for publicly available data. The company's relationship with the media is based on mutual respect for the respective roles and responsibilities of each party, as well as on compliance with the requirements inherent to its status as a listed entity on a regulated market. Information provided by authorized representatives of the company must be explicit, accurate, transparent, and complete in substance, enabling recipients to make informed decisions.

In communicating with shareholders and investors, Lion Capital seeks, as far as possible, to take into account the individual circumstances, rights, and legitimate interests of those engaging with the company, while avoiding the creation of unfounded expectations regarding share price developments or potential returns on investment.

General information regarding the company's activities and financial results is made publicly available on its website, www.lion-capital.ro.

The conduct of General Meetings of Shareholders (GMS) and the rights and obligations of shareholders are governed by Law no. 31/1990 on Companies, Law no. 297/2004 on the Capital Market, and all other relevant legal and regulatory provisions.

Lion Capital's shares are common, ordinary, nominative, dematerialized, and indivisible, conferring equal rights upon all shareholders. Shareholders may exercise all rights conferred by law, the company's Articles of Association, Law no. 31/1990, and applicable capital market regulations.

Romanian legislation imposes certain restrictions on the acquisition of shares issued by the company. In accordance with Article 272(1)(a) and (6) of Law no. 126/2018 on Financial Instruments Markets, the voting rights attached to holdings in a regulated entity (such as Lion Capital) are automatically suspended in cases where the acquisition or increase of a qualifying holding has occurred without meeting the prudential assessment criteria established under ASF regulations governing acquisitions in such entities.

Lion Capital guarantees equal and fair treatment for all shareholders, including minority and non-resident shareholders, in full compliance with applicable laws and the company's Articles of Association.

General Meetings are convened by the Board of Directors at least 30 days prior to the established date of assembly.

Responsibility Toward Employees

Recognizing that employees represent the most valuable asset of any organization, Lion Capital regards its workforce as a key audience within its Corporate Social Responsibility (CSR) policy. Believing that every responsible employer has a duty to protect the health, safety, and well-being of its employees and all other individuals who may be affected by its activities, Lion Capital undertakes all reasonable measures to ensure these objectives are achieved. The company's corporate responsibility toward its employees is reflected in its



commitment to providing a safe and healthy workplace that fosters both professional and personal development.

Lion Capital is dedicated to offering its employees opportunities for continuous professional and personal growth within a stimulating and challenging work environment, guided by the principles of diversity, non-discrimination, and equal opportunity. Particular emphasis is placed on employee health and safety, under the conviction that performance and motivation are enhanced when there is a healthy balance between professional life and personal or family life. Diversity and equal opportunity form key pillars of Lion Capital's human resources strategy, which seeks to cultivate an inclusive workplace that values the contribution of each employee and collaborator.

To ensure superior professional performance aligned with internal needs and with ongoing legislative developments in the field of investment funds, the company provides tailored professional development programs specific to each area of activity. These include continuing professional training initiatives aimed at expanding the expertise of staff in key operational areas, in line with the Financial Supervisory Authority (ASF) regulations on the continuous professional education of specialists and operators active on supervised financial markets.

Lion Capital promotes a corporate culture grounded in respect, collaboration, and performance - one in which all employees are encouraged to excel and develop, irrespective of gender, ethnicity, age, or other personal attributes. The company values diversity and individuality, prioritizing candidates' skills, competence, and experience when making recruitment or promotion decisions, ensuring that no one is selected or excluded based on race, colour of skin, gender, origin, or sexual orientation.

Employees are expected to foster workplace relationships built on responsibility, mutual respect, collaboration, and professional support. The management of Lion Capital strives to embody ethical conduct and to promote an organizational climate where the company's values, policies, and ethical standards are both known and upheld.

Communication channels within Lion Capital are open in both directions - from management to staff and from staff to management - ensuring dialogue is grounded in trust and mutual respect across all organizational levels.

The company upholds fair and transparent employment practices, including the objective assessment of competencies, the avoidance of conflicts of interest and bribery, and the strict prohibition of any form of discrimination in recruitment or performance evaluation. All hiring and promotion decisions are made solely in the best interests of the organization, based on an assessment of each candidate's skills, qualifications, achievements, and conduct, in full compliance with applicable legislation.

Lion Capital guarantees fair treatment for all employees, including equal pay for equal work, and provides support for continuous education and professional training.

The company applies high ethical standards in all aspects of its human resources policies and evaluation practices.

Environmental Responsibility

As an investment fund, Lion Capital acknowledges that its business operations may exert an indirect yet significant impact on the environment. Awareness of this impact and the implementation of appropriate mitigation measures represent some of the key challenges anticipated at the level of the company, the group, and the wider financial industry.

Although by the nature of its activities Lion Capital does not exert a direct negative impact on the environment, its environmental footprint being primarily associated with energy and paper consumption, the company maintains a strong commitment to the responsible management of environmental issues throughout its daily operations. Resources are utilized efficiently, and environmental protection principles are integrated into all business processes.

Reducing energy consumption, both electricity used for current operations at headquarters and branch office, and natural gas for heating office spaces, remains a constant concern. The company continuously implements measures to optimize space usage and improve overall energy efficiency.



Lion Capital adheres to the principles of sustainable development and is committed to educating, raising awareness, training, and motivating its personnel to foster an environmentally conscious organizational culture.

Social Involvement

In a context where companies are no longer judged solely by their economic performance, but also by the contribution they bring to the communities in which they operate, Lion Capital recognizes its role as an engaged and responsible actor, attentive and responsive to the needs of the community and to the principles of sustainable development.

Lion Capital assumes responsibilities not only toward its shareholders, but also toward nearby communities and other stakeholders involved in its activity, pursuing a social responsibility policy that ensures the efficient use of financial resources directed to projects beneficial to society and the environment.

The company's community involvement policy encompasses both in-house projects and partnerships with NGOs or institutions carrying out initiatives aligned with the company's values. Project funding takes the form of sponsorships, patronage, or the implementation of own social responsibility actions.

Lion Capital undertakes social responsibility activities, projects, and campaigns consistent with both its strategy and the needs of the community, aiming to promote and strengthen the company's core values. As a social actor, Lion Capital promotes professionalism, excellence, innovation, responsibility, teamwork, diversity, and commitment, while maintaining socially responsible practices and continuously improving its operations voluntarily, in order to contribute to the general welfare of the community and to the protection of the environment.

Lion Capital is open to supporting projects in the fields of **healthcare, education, culture and arts, social services, environmental protection, sports and exploration** (the order not implying any hierarchy).

1. HEALTHCARE

Forms of involvement:

- financial support for hospitals for the rehabilitation and/or modernization of facilities, and/or for the acquisition of high-performance medical equipment;
- funding of therapy programs for children and individuals affected by chronic illnesses;
- financing of educational and medical prevention initiatives.

2. EDUCATION

As the most valuable asset for Romania's future, young people must be supported in their development toward becoming accomplished professionals. In partnership with high schools, universities, and student associations, Lion Capital provides financial and social support to encourage and sustain performance, as well as interest in creativity, science, and technology.

Forms of involvement:

- financial support for the organization of educational events;
- voluntary participation of our specialists as partners in financial education programs;
- provision of scholarships in financial and non-financial fields;
- support for research projects and the awarding of prizes in Olympiads and competitions;
- financial assistance for technical equipment in schools and universities.

3. CULTURE AND ARTS

Lion Capital recognizes that reputation and strong community relationships are reinforced through association with cultural values and initiatives. Values such as innovation, diversity, and responsibility are most vividly expressed in the artistic, cultural, and spiritual spheres. Lion Capital promotes these values by engaging in projects dedicated to the preservation of local and national heritage, as well as supporting cultural events.



Forms of involvement:

- financial support for the restoration of local or national cultural heritage;
- support for projects in theatre, film, music, contemporary art, and exhibitions.

4. HUMANITARIAN / SOCIAL ACTIONS

Forms of involvement:

- support for projects aimed at improving the lives of disadvantaged groups;
- assistance for victims of natural disasters.

5. ENVIRONMENTAL PROTECTION

Forms of involvement:

- projects for the rehabilitation of parks;
- support for initiatives in environmental conservation and ecological education.

6. SPORTS AND EXPEDITIONS

Performance, determination, teamwork, commitment, competition, and fair play are values we cherish, which sport actively promotes, making it also an effective educational tool.

Forms of involvement:

- promoting sport as a healthy lifestyle;
- sponsoring significant competitions or expeditions;
- awarding prizes at the end of the year to outstanding athletes within the local community.

Lion Capital prioritizes projects that:

- have a significant and lasting impact on the community;
- address, even partially, an important community need;
- are related to the company's field of activity;
- enhance the company's visibility and reputation;
- involve multiple partners.

Lion Capital does not fund projects that:

- aim to cover the general operating costs of the applicant organization/institution without targeting a concrete project with measurable results;
- are not implemented within Romania;
- benefit political organizations, trade unions, or groups formed on ethnic or religious criteria;
- are focused exclusively on fundraising.

Project Evaluation Criteria

Lion Capital considers the following criteria when evaluating funding requests:

- the target group of beneficiaries and its size;
- the project's geographic scope and its community impact;
- alignment with Lion Capital's values and CSR policy;
- the reputation, visibility, and organizational capacity of the applicant;
- the total project budget and the requested contribution from Lion Capital.

It is important that partners requesting funding for project implementation are able to estimate and quantify expected outcomes, ensuring that the proposed initiative provides tangible benefits to the target beneficiaries.

Lion Capital reserves the right to approve or decline project funding proposals, depending on budget availability and the need to maintain a balance across areas of interest, target groups, and geographic regions.



Funding Methods for CSR Projects

Lion Capital's community engagement policy may take the form of internally initiated projects or collaboration with non-governmental organizations (NGOs) or institutions carrying out initiatives aligned with the company's values.

Beyond the aspect of visibility, a social responsibility initiative achieves its purpose when it successfully addresses, even partially, a significant community challenge across various domains—education, culture, environment, sports, social welfare, and more. The importance of such social engagement is particularly critical in today's context, as companies increasingly assume responsibility toward the communities in which they operate. Through active participation and support for social initiatives, firms contribute to the well-being and sustainable development of their communities. Collaboration with NGOs and other entities that share the same values enables the promotion of positive change and the resolution of social and environmental issues.

Methods of project funding include sponsorships, patronage, or the implementation of proprietary social responsibility initiatives.

Procedure for Reviewing and Approving Sponsorship Requests

Stage 1. Request Analysis

1. Sponsorship requests should ideally be submitted in a formalized manner using the sponsorship request form provided in **Annex 1**. The form may be sent in .pdf format to the company's designated email address and must be completed in full to be considered for review. Project or CSR campaign proposals, whether internally defined or externally received by the end of a fiscal year, will be taken into account when preparing the budget for the following year.

Lion Capital will not be able to sponsor or fund all project proposals received, due to reasons that may include the existence of internally initiated programs, budgetary constraints, and the need to maintain a balanced distribution of contributions and sponsorships across areas of strategic interest.

2. Projects for which sponsorship is requested are reviewed by the designated person within the **Finance Department** to determine whether the request complies with the limits established by the Budget for deductibility from corporate income tax. Concurrently, the designated representative from the *Investor Relations Office* assesses whether the request aligns with Lion Capital's overall CSR policy.

3. The responsible person within the Finance Department requests all necessary information and documentation for evaluation in accordance with the Procedure for the Prevention and Combating of Money Laundering and Terrorism Financing. The resulting AML/CFT risk assessment accompanies the sponsorship approval memorandum, which is signed by the Chief Financial Officer and submitted for approval by the Board of Directors.

Stage 2. Approval of Requests

1. The sponsorship approval memorandum, signed by the Chief Financial Officer (CFO), is submitted for approval to the Board of Directors of Lion Capital.

Stage 3. Formalization of Sponsorship

1. If the proposed project receives Board approval, the applicant will be contacted by the responsible person in the Finance Department to execute the sponsorship agreement.

2. If the proposed project does not receive Board approval or is deemed not to align with Lion Capital's CSR policy or the current year's budget, the applicant will be informed of this decision via email or phone by the responsible person in the Finance Department.

3. For projects approved by the Board, a sponsorship agreement is concluded between Lion Capital and the applicant/beneficiary. The responsible person within the Finance Department prepares the sponsorship agreement, which outlines the applicant's/beneficiary's obligations to report to Lion Capital on the use of the sponsored funds, in accordance with the objectives presented in the sponsorship request form and stipulated in the agreement. The agreement also specifies the methods for publicity and promotion of both the sponsored project and the sponsor.



Stage 4. Follow-up

1. The responsible persons within the *Finance Department* and the *Compliance Officer* monitor and verify the execution of the contract and the fulfilment of the obligations assumed by the applicant/beneficiary, in accordance with the contract's scope.
2. The responsible person within the *Finance Department* maintains records and archives the sponsorship agreements and activity reports / expense statements submitted by the applicant/beneficiary.

PROJECT NAME

NAME OF APPLICANT

CONTACT DETAILS

Name of Organization

Address

Telephone

Website

Contact Person

Position / Role of Contact Person

Contact Person's Phone

Contact Person's Email

Please provide a brief overview of your organization's history, information about the founders or management team, and details of previous projects carried out. Include references from past or current partners where available. If you have collaborated with a company that can provide recommendations, please indicate: the company name, contact details of a representative, and some information about the project(s) conducted together. This description may be attached to this form and can also be drawn from a general presentation prepared prior to this request, or by referencing the applicant organization's website or social media profiles.

[illegible]



2. PROJECT DESCRIPTION

PROJECT NAME

DOMAIN

(check the category that best fits the submitted project)

- | | |
|--|--|
| ☐ Education | ☐ Social / Humanitarian Actions |
| ☐ Culture / Arts / Heritage Restoration | ☐ Environmental Protection |
| ☐ Healthcare | ☐ Sport / Expeditions |

PROJECT DESCRIPTION

Provide a brief description of the theme or issue addressed by the project for which you are requesting sponsorship. Specify the beneficiaries, objectives, geographic area / locality, and the timeframe in which the project will be implemented. Include a short activity calendar. If applicable, provide the names and contact details of other companies, institutions, or organizations participating as partners in the project. This description may be attached to this form and can also refer to a general presentation prepared prior to this request or link to the project's website or social media profile.

PROMOTION OF LION CAPITAL

(check the category / categories that describe how Lion Capital will be promoted in connection with the project)

- ☐ Display of the Lion Capital logo on your organization's / project website
- ☐ Mention of Lion Capital as a sponsor in interviews / articles / speeches
- ☐ Display of Lion Capital banners at the project site
- ☐ Inclusion of the Lion Capital logo on project visuals (posters, flyers, etc.)
- ☐ Other method (please describe briefly)

3. PROJECT BUDGET

TOTAL PROJECT BUDGET

Provide the total budget of the project and a breakdown by components.

LION CAPITAL CONTRIBUTION

Specify the amount requested from Lion Capital and indicate its intended use / allocation.

Thank you for completing this form. Please submit it in .pdf format to **comunicare@lion-capital.ro**