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POLICY STATEMENT IN THE FIELD OF CONFLICT OF INTEREST PREVENTION AND CONTROL

Lemacons SRL has implemented and maintains the Policy on the Prevention and Management of Conflicts of Interest.
As the General Director of Lemacons S.R.L., I assume responsibility for the effectiveness of preventing and managing conflicts of interest within the organization. The policy and the objectives established are compatible with the organization's context and strategic direction.

I am committed to ensuring that the organization's success and the achievement of its objectives can be attained through the involvement of all employees in preventing and managing conflicts of interest.
Our management system is continuously improving and has as its main objectives customer satisfaction, safety, environmental incident prevention measures, and the prevention of illness risks and workplace accidents.

The Policy includes the commitment of LEMACONS SRL to comply with and fulfill the legal obligations regarding the prevention and management of conflicts of interest, covering the following commitments:

- not tolerating conflicts of interest and sanctioning any integrity incidents;
- requiring compliance with the legislation applicable to the organization;
- being appropriate to the organization's purpose;
- providing a framework for establishing, reviewing, and achieving objectives related to the prevention and management of conflicts of interest;
- encouraging the reporting and disclosure of illegal practices;
- explaining the competence and independence of the compliance function;
- explaining the consequences of non-compliance with the integrity and conflict-of-interest policy.

We will achieve these objectives through:

- ensuring that the Policy is known, understood, and implemented;
- identifying reasonable measures to prevent harm to our clients' interests caused by conflicts of interest;
- preventing or managing any type of conflict of interest.

I will ensure the material, financial, and human resources within a stimulating and constructive environment based on collaboration between the organization's entities.

I delegate the Legal Advisor to design, implement, maintain, and improve the policies regarding the prevention and management of conflicts of interest, having the authority and responsibility to ensure the implementation of the system's requirements.

Each employee has the obligation to be aware of the objectives related to preventing conflicts of interest and to make efforts to continuously improve their knowledge and performance.

The Conflict of Interest Prevention Policy is implemented and maintained within the organization and is communicated to all employees and interested parties by being displayed at the company's headquarters.

I will periodically review and update the Policy Statement to ensure that it remains relevant and appropriate for the organization.

General Director,
Ing. Constantinescu Alin

S.C. LEMACONS S.R.L.