



Annual Report
2021

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Foreword

If we were to choose one word that sums up 2021 for LUMIN, this word is resilience.

Resilience to overcome setbacks, to adapt in a context of uncertainty and to transform ourselves in order to take advantage of the opportunities that came our way, in a very challenging year.

Our teamwork system allowed us to continue working safely and healthily, not only within our industrial plant and in the forestry sector, but also to set a new plant into operation, thanks to the commitment and effort of all our collaborators, as well as our contractors and suppliers, fulfilling the objectives set.

We also adapted to a changing market, continuing our position in demanding markets, delivering conformity in quality and type of products in order to achieve the development of differentiated, sustainable products, adequate to our client's current demand.

LUMIN continues to work committed to the ESG principles, with our activities and projects contributing to economic, social and environmental aspects; both from our commercial side, the work done in the forestry sector, as well as our community relations work, supporting education, health, and social and economic inclusion in the various locations where we carry out our activities.

The commitment to the environment, ratified through the various certifications achieved throughout the year, is neither a business opportunity for the company, nor a requirement. It is how we feel that at LUMIN we can truly contribute to making the world a better place, taking care of biodiversity and the habitat of us all.

Resilience is what drives us to continue working on the growth of the company: focusing on continuous improvement and optimization of processes in all forestry and industrial areas from a comprehensive view of sustainability that generates business and employment opportunities but also takes care of our forest heritage and the biodiversity of our properties and with continuous work with the communities.



Álvaro Molinari
LUMIN CEO

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INTRODUCTION AND SCOPE OF THE REPORT

1

Introduction and scope of the report

This Annual Report 2021 deals with sustainability in its three main dimensions:

The economic dimension, includes details of the production process and the company's value chain, taking into account the installation of the new plant and other investments, the analysis of the behavior of markets and products, the evolution in employment throughout the year, both of direct employees and associated contractor and supplier companies, concluding with a report on the company's governance and stakeholders, whilst analyzing the many institutional alliances.

The environmental dimension; based on the description of the socio-environmental certification processes achieved by the company, the work with carbon certificates, and the various studies and monitoring linked to the care of biodiversity and the use of natural resources.

The social dimension; which includes, activities related to the community in areas such as education and care, health and wellbeing, social and economic inclusion, the cross-cutting perspective of gender and diversity; as well as the analysis of labor relations in the period and matters worked in health, safety and continuous training.

All these activities are summarized in a final section that includes their analysis from the **ESG** (environmental, social and corporate governance) approach and its contribution to the fulfillment of the **Sustainable Development Goals**; as a global commitment assumed by the company.

For a few years now, LUMIN has added the sustainability scope into its Annual Report, understood as the generation of economic, environmental and social value in the short and long term of every activity that the company engages with throughout its value chain, together with its employees and partner institutions; in order to reflect the effect of its actions in improving the wellbeing and quality of life of present and future generations within the environment in which LUMIN carries out its activities, as well as the prevention and mitigation of impacts.

2

ECONOMIC REPORT

2

A. Production process and value chain

The Uruguayan forestry sector has experienced sustained growth as a result of the promotion of the Forestry Law, which was materialized in the late 1980s and which currently entails a forested area of over one million hectares. According to a study carried out for the Society of Forest Producers (SPF), which takes into account data from the General Forestry Directorate of the Ministry of Livestock, Agriculture and Fisheries (MGAP), 80% of the area is forested with eucalyptus, intended mainly for the pulp industry, and the remaining 20% is forested with pines, the plantations of which are primarily intended for saw milling.



 **Eucalyptus**

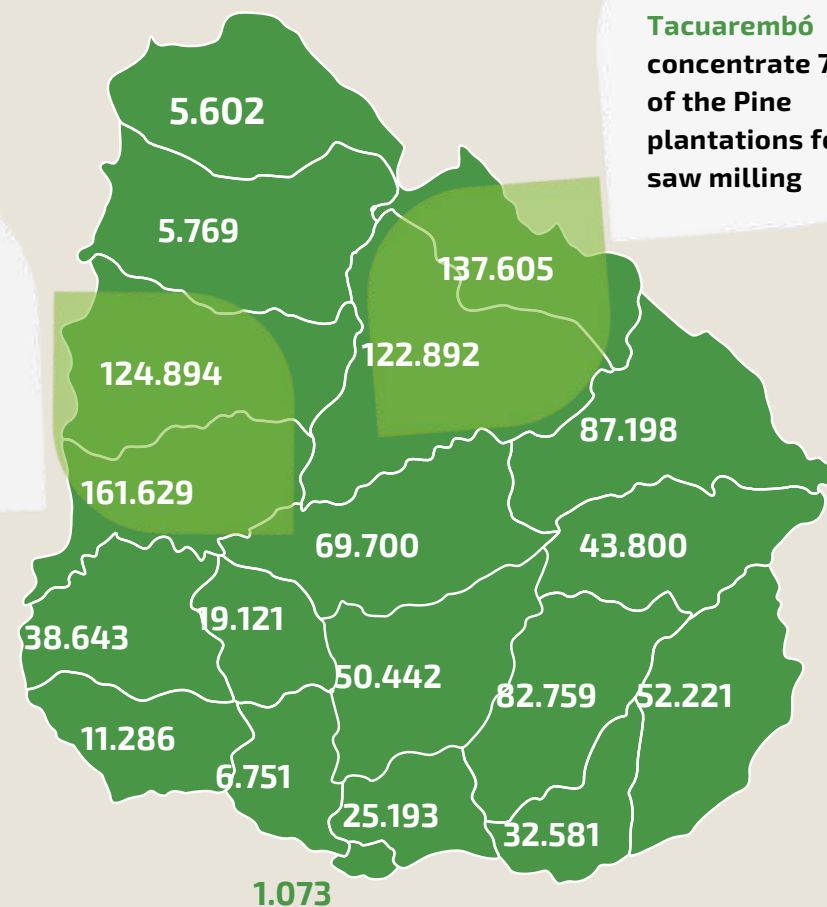


 **Pine trees**

Forested hectares by department

Río Negro and Paysandú essentially have Eucalyptus plantations for the cellulose industry.

Rivera and Tacuarembó concentrate 76% of the Pine plantations for saw milling



The value chain

Regarding the analysis of the value chain of the forestry sector, we can highlight its contribution towards the generation of gross added value, employment and compensation, associated with the formalization of the sector and the contribution in direct taxes.

According to the aforementioned study by the consulting firm EXANTE for the SPF, the forestry chain has the following impacts on the Uruguayan economy:

- 1.7 billion dollars of direct added value throughout the chain, from the first phase through logistics, transportation and the industrial phase.
- If indirect and induced impacts are added, the forestry sector contributes to about 4% of the country's total GDP.
- The forestry sector employs 18,000 people directly in its different phases, and also generates 25,000 indirect or induced jobs.



18.000

18.000 people
employed in forest
sector



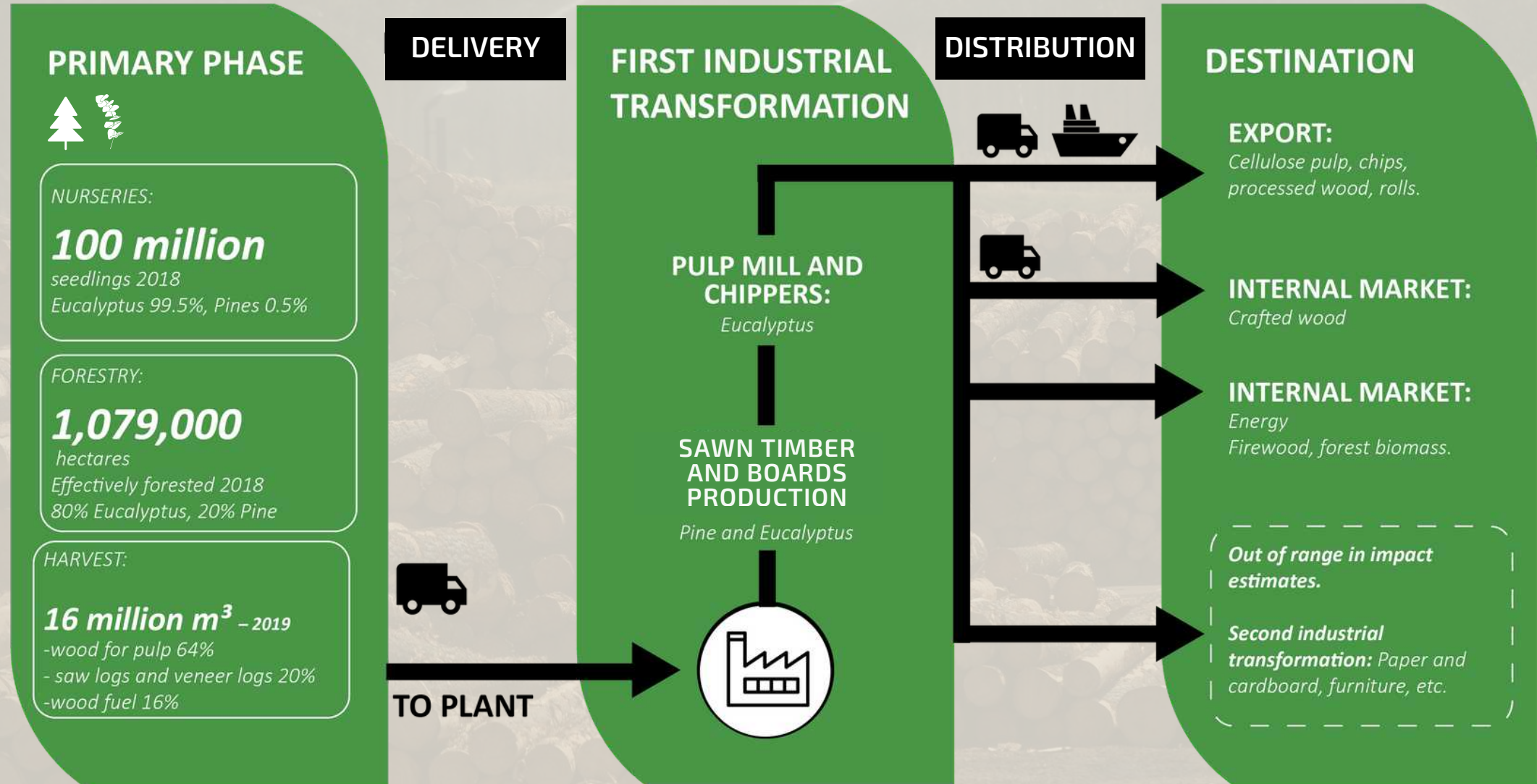
USD 1.7 B

\$1.7 billion USD of
direct added value
throughout the chain



4 %

The forestry sector
contributes 4% to the
country's total GDP.



NURSERIES

FORESTRY



100 M
seedlings | 2018



Eucalyptus



Pine trees



Eucalyptus



Pine trees

1.079.000
hectares approx. | 2018

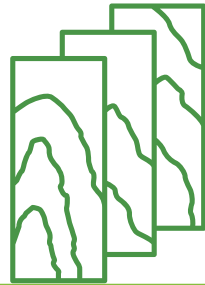




Eucalyptus clonal nursery with an approximate annual production of 3,000,000 seedlings



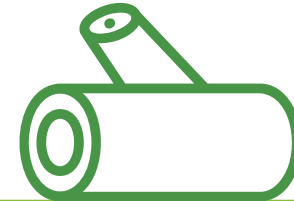
Land heritage ownership of 120,000 hectares, which entails 65,000 effective hectares planted with eucalyptus and pine



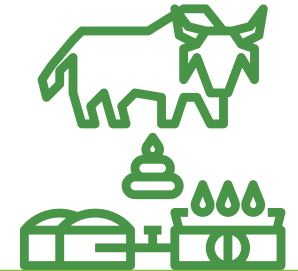
Plywood board production plant with a production capacity of 270,000 m³ per year, 95% of which is exported.



New thin peel plywood production plant opened in 2021, with a production capacity of 34,000 m³ of plywood per year and 30,000 m³ of veneer sheets per year. For both cases almost the entire production is exported.



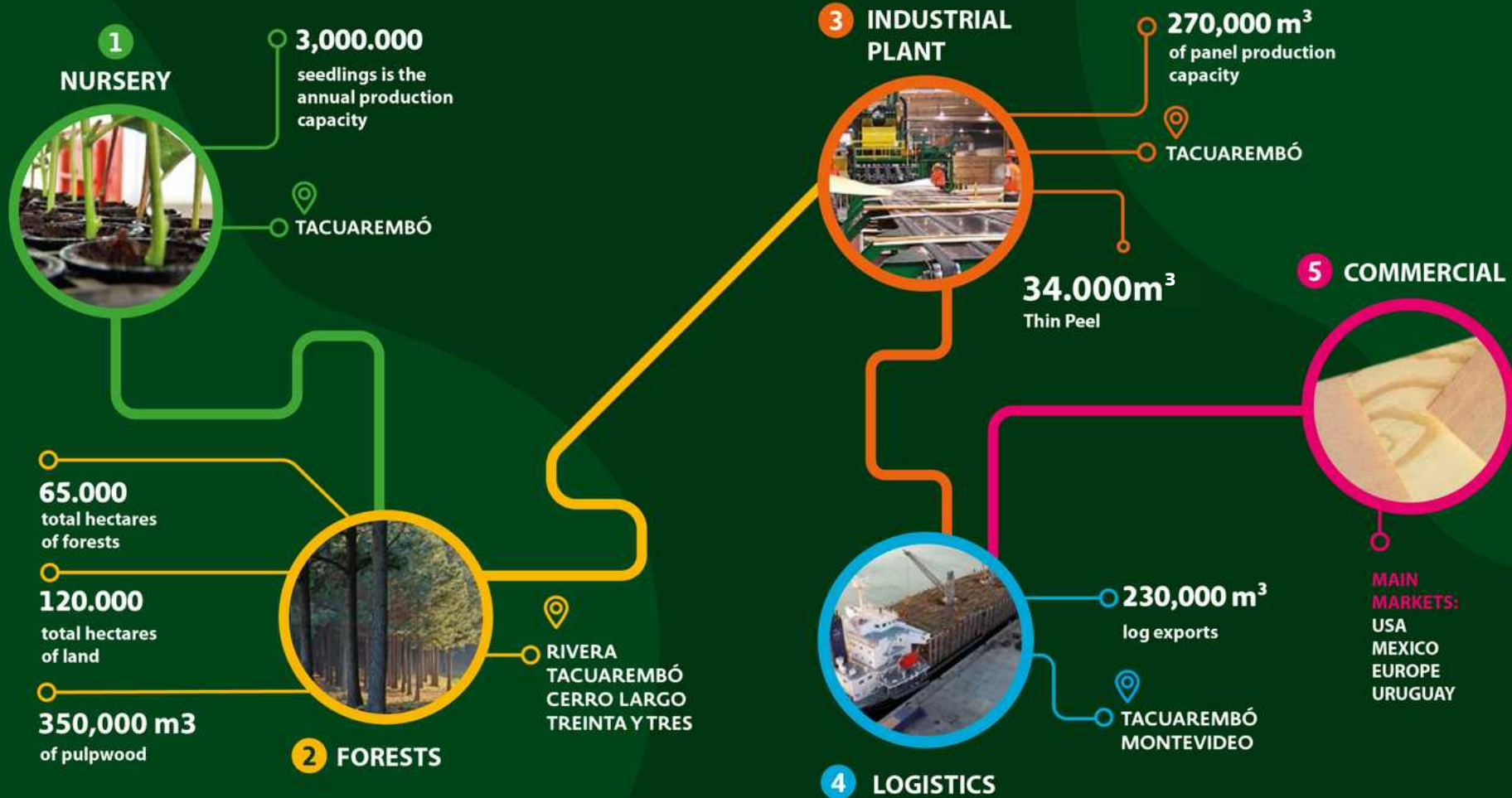
Annual export of 300,000 m³ logs of wood.



Co-generation plant producing energy from biomass with a capacity of 10 MW.

THE PRODUCTION CYCLE

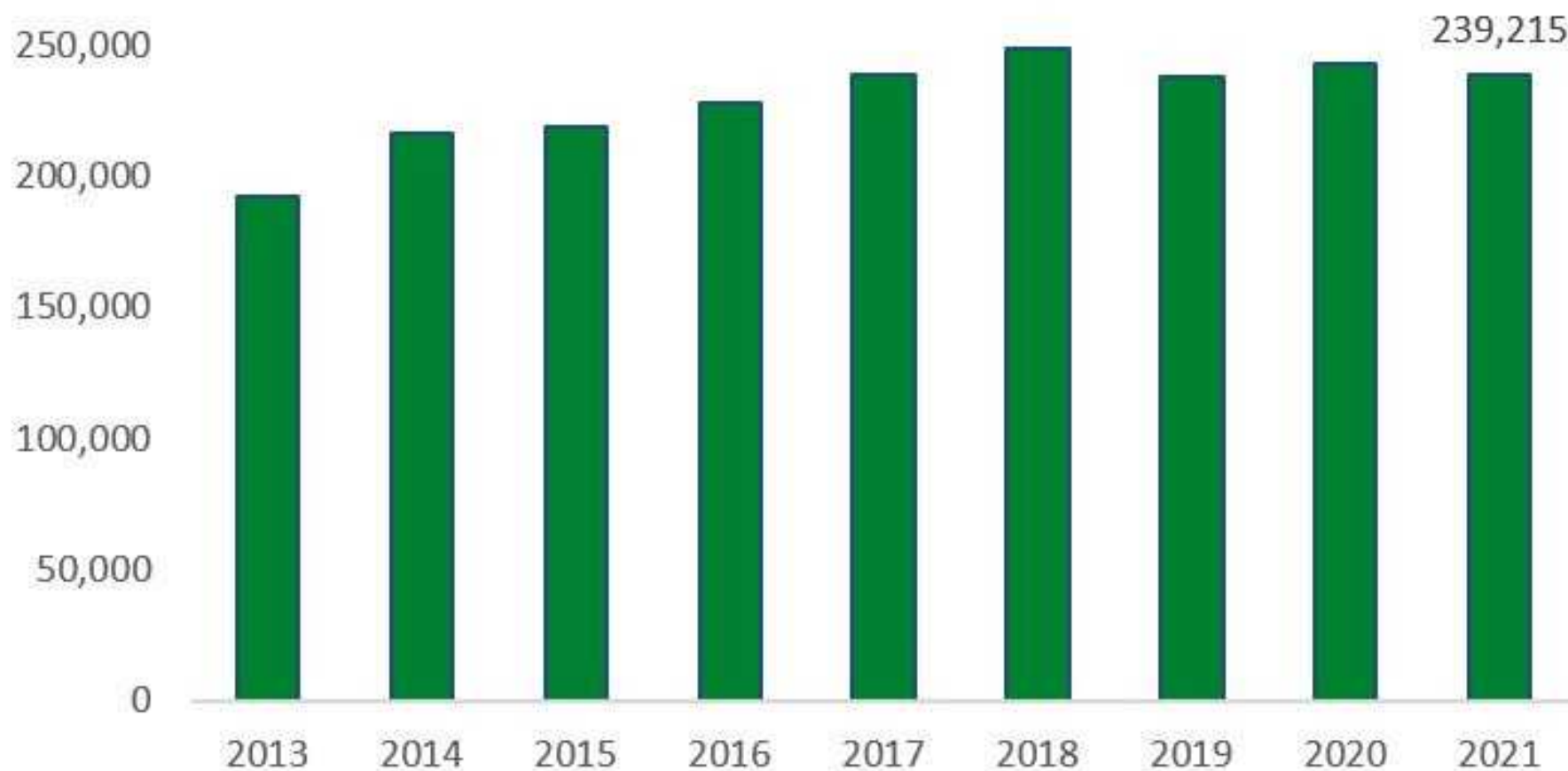
The following table reflects the production cycle carried out by the company in all of its phases, from the nursery, through the plantations, the industrial plant, the logistics and transportation area and, finally, the marketing process.



Evolution of LUMIN production volume - 2013-2021

PRODUCTION VOLUME

Production volume for the year 2021 was 239,215 m³ of plywood, slightly less than the volume produced the previous year, as we can see in the following graph.



2

B. NEW PLANT AND INVESTMENTS



During 2021, LUMIN put into operation a new plant containing a third production line, with the aim of satisfying the demand for plywood boards as a sustainable alternative to those made with tropical hardwood. This product is called TRP: Tropical Replacement Panel, manufactured from the harvest of *eucalyptus grandis* of good diameter, which adds value through the production and commercialization of this high quality additional volume. This enables the production of veneers of better quality from the same log, benefiting in costs and range of products, whilst reducing the use of native forests in other regions, such as Southeast Asia.

The new plant consists of an area of approximately 11,000 m², and involved an investment of around 34 million dollars. At least 10 large contractor companies as well as numerous suppliers participated in its assembly. As its location is adjacent to the existing plant, there is the advantage of additional synergies in services such as electricity, compressed air, fire network, etc. In its first operative quarter, the new plant's production volume was of 7,357 m³ *Thin Peel*.

Furthermore, in 2021, a new logistics center became operational through the construction of a storage warehouse in the department of Canelones, in a logistics area close to route 5, the port of Montevideo and the central railroad. Its strategic location will allow production to be transported both by road and by rail. This warehouse involved an investment of approximately 8 million dollars.

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C. MARKET, PRODUCTS AND CUSTOMERS

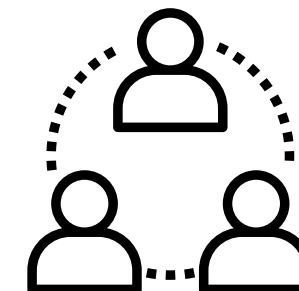
LUMIN is one of the main exporting companies in the forestry sector, specifically for plywood panels and veneer.

In terms of market evolution during 2021, in the first semester, there was a firm and dynamic demand from the DIY sector, linked to home consumption and refurbishments, with a large unanticipated demand from the United States market, which resulted in an increase in prices for a certain period, given the scarcity of initial supply. In the second semester, the situation was more balanced and therefore more stable pricing was obtained. As for the European market, its behavior was similar to the American market, but with a lag of semesters, achieving some new markets such as Portugal, Italy, and the positioning of some higher quality products in the Scandinavian countries.

As illustrated in the following chart, the main market in terms of value of cubic meters of plywood in 2021 was the United States,, followed by Mexico, Europe, the domestic market and Chile.

Main exporting companies in the forestry sector 2020

MIEM CLASSIFICATION	COMPANY
Celulosa	UPM- MONTES DEL PLATA
Sawn timber, glued solid wood, sheets and moulding	MONTES DEL PLATA - URUFOR S.A - DANK S.A - FRUTIFOR LUMBER COMPANY
Raw wood	TGLT URUGUAY S.A - IDALEN S.A - FORESTAL ATLÁNTICO SUR-
Boards	LUMIN (URUPLY S.A)



Source: uruguay xxi, 2020

In terms of the market for the LUMIN TRP product, it is estimated that the annual production capacity of the new plant will be approximately of 34,000 m³ of panels. The main export destination is Europe and, later, the United States, but there are other interested markets. In the case of veneers, there is a production estimate similar to that of panels, therefore the company will seek to position itself in markets such as Asia, Europe and America.

During 2021, two historic shipments of pine logs were exported on special ships (*cape size vessel*) bound for China. The first, in April, contained 90,000 tons (LUMIN participated with approximately 40% of the load) and the second, in July, was of 86,673 m³ of pine logs (100% LUMIN). These types of scale operations are innovative on global terms, and LUMIN was supported by great teamwork between logistics and sales to achieve this.

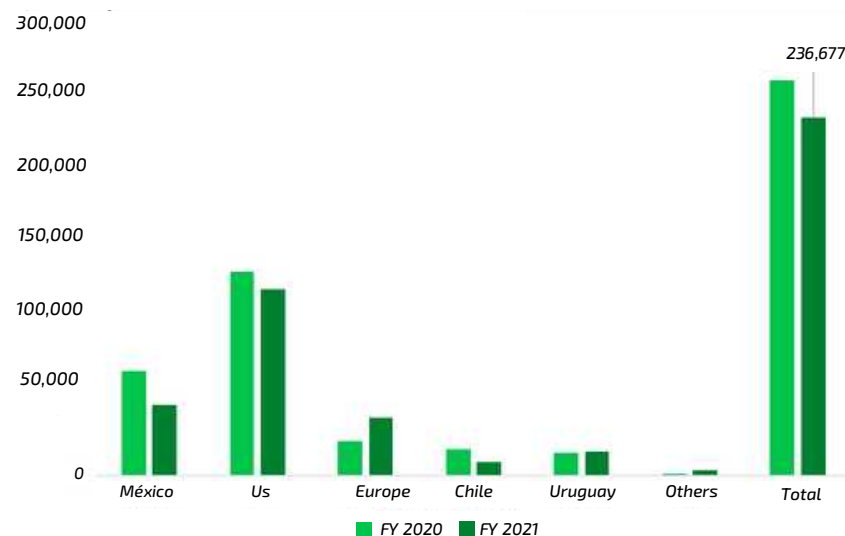


34.000 m³ of panels
Annual production capacity of the new plant

Finally, it is important to mention that one of the most challenging aspects of sales and exports during 2021, were the aspects of logistics and transport, since due to the pandemic, there was a shortage of containers and lack of space on ships. This required working closely with shipping companies, with which LUMIN has been establishing long-term relationships over many years. This eventually allowed finding solutions for these challenges in most cases.



**Sales of Lumin Plywood in 2021 and 2020
(cubic meters)**



Source: lumin



2

D. Impact on employment

When analyzing LUMIN's direct employees' data as from December 2021, the following information emerges:

- There are 795 people working directly at lumin, 105 are monthly workers and 690 are day workers.
- Most of them are from the departments of Tacuarembó, Rivera, Cerro Largo, Treinta y Tres, and Montevideo.
- Around 21% are female workers.
- The average age, both for males and females, is 39 years old.
- There are 5 employees with disabilities working in the company, 3 in the nursery and 2 in the plant.
- Of the total number of day workers, 50.98% are unionized, most of them are affiliated to the Woodworkers' Trade Union Organization and a smaller percentage, to the organization of Wood Workers and Related Items' Trade Union (SOIMA).

Regarding the information provided by the contracting companies, through the OVAL system, the data is as follows:

- The LUMIN contractor companies employ a total of 698 workers.
- These workers are employed in three areas: forestry, industrial and transport; although there are companies and workers that are employed in more than one area.
- Most of the workers come from the departments of Rivera, Tacuarembó, Cerro Largo, Montevideo, Paysandú, etc.
- Of the total number of workers, about 5% is female.
- The average age of the workers of the contracting companies is 40 years old.
- There are no workers with disabilities performing tasks in these companies.

582 people work in contracting companies in the forestry sector (which also includes transportation and road maintenance).

- 👤 **795 people working directly**
- 👤 **105 are monthly workers**
- 👤 **690 are day workers**
- 👤 **21 % are female workers**





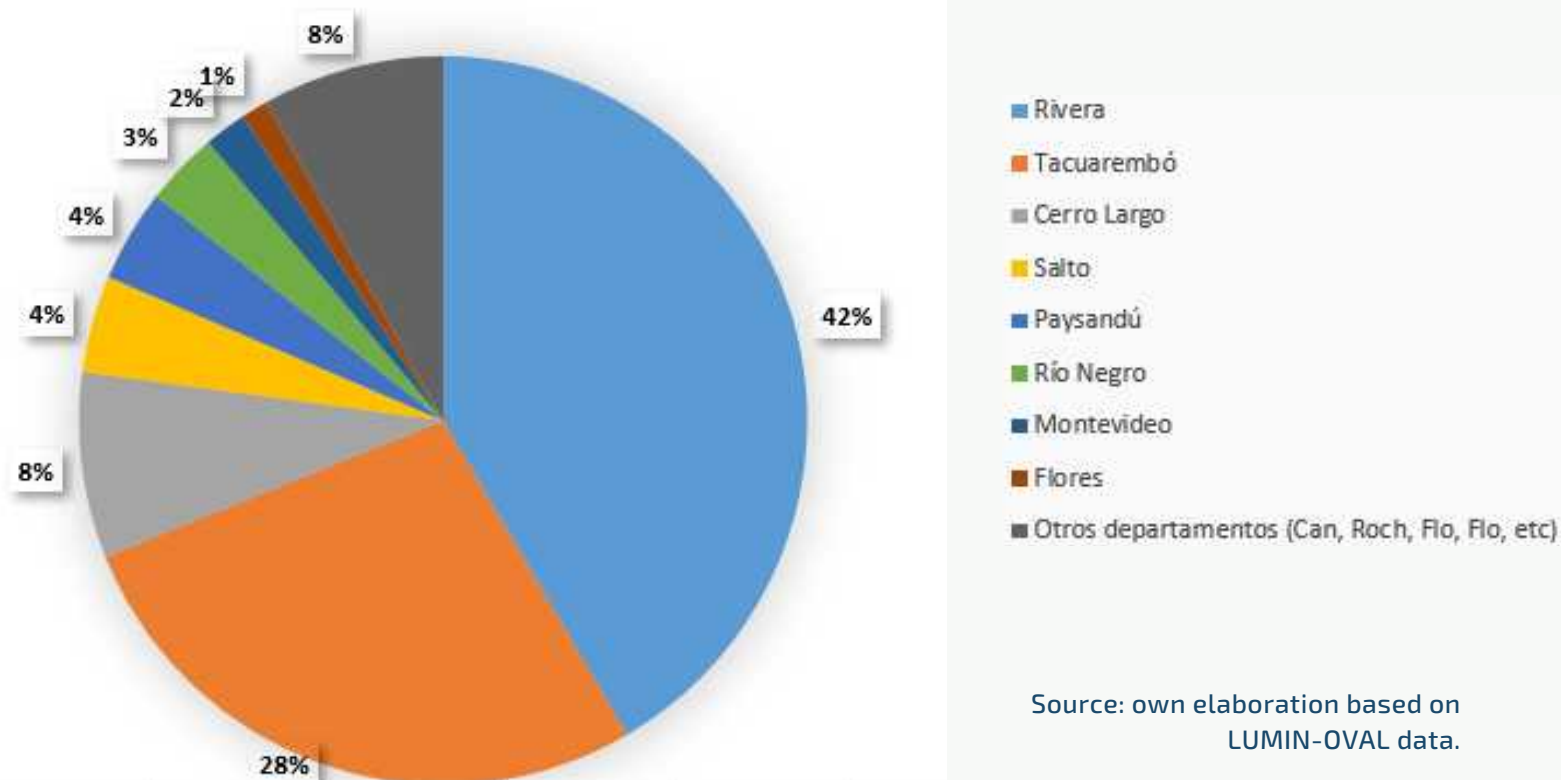
The following table summarizes the main labor categories of these workers according to the Ministry of Labor and Social Security (MTSS), who are mostly workers and specialized machine operators, followed by regular workers and drivers.

Workers of forestry contracting companies

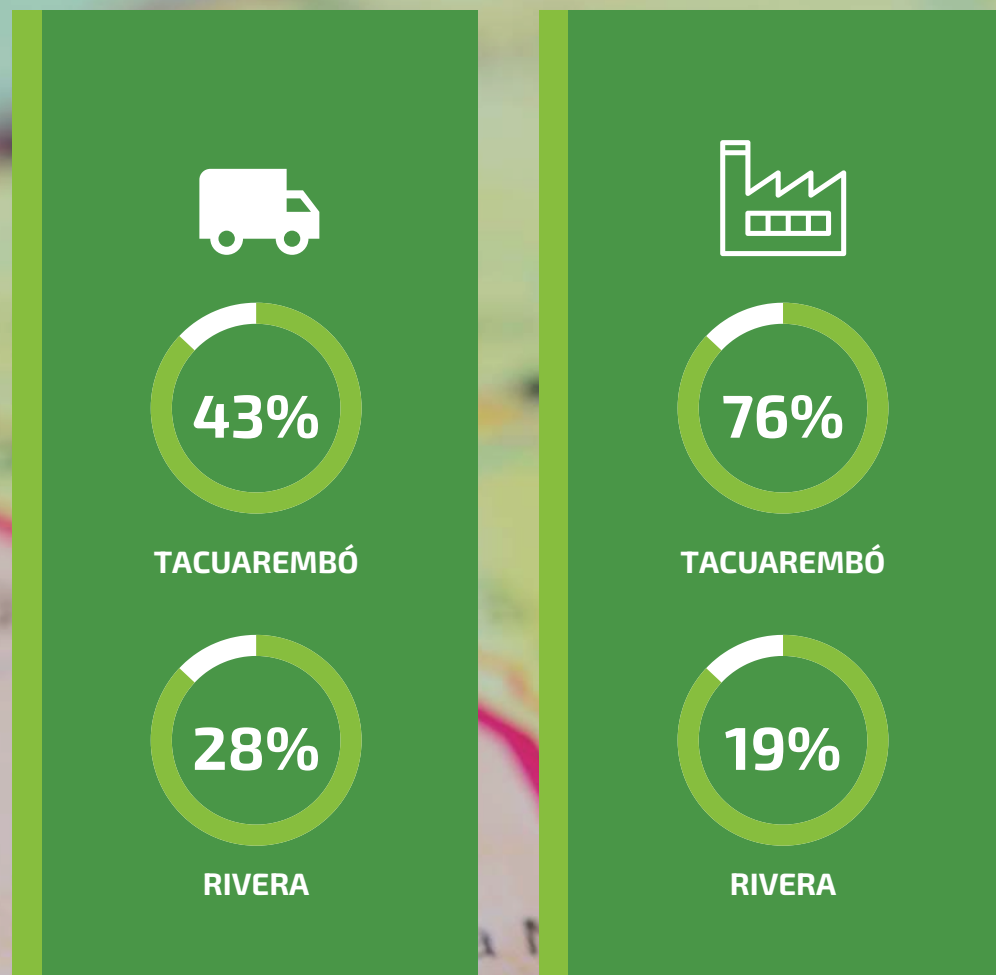
MTSS CATEGORY	NO. OF WORKERS
Specialized worker	102
Specialized machine operator	84
Regular worker	74
Driver (semi-trailer, truck, etc.)	62
Machine operator i	24
Machine operator ii	11
Foreman	11
Supervisor	6
Other categories	6
Administrative	1
Unidentified	201

Regarding the department of origin of the workers of the forestry contracting companies, most of them are from Rivera, followed by Tacuarembó, Cerro Largo, Salto and Paysandú.

Departments of origin of the workers of forestry contracting companies



Source: own elaboration based on LUMIN-OVAL data.



In the transport sector, 162 people work in contracting companies and 116 in the industrial sector, therefore, of the total number of contracting company workers, there are 162 people who perform tasks in two sectors.

In the case of companies in the industrial sector, 76% of the workers are from Tacuarembó and 19% from Rivera; while for the transport category, 43% of the drivers are from Tacuarembó, 28% from Rivera, followed by smaller percentages of drivers from Montevideo, San José, Salto, etc.

As for the work categories, workers in the industrial sector are mostly drivers, guards, service assistants, first and second technicians, millwrights, initial operators, etc.

2

E. CONTRACTOR AND SUPPLIER COMPANIES



There are 54 contracting companies that work in the forestry sector, 12 in the industrial sector and 19 in the transport sector.

Among the companies in the forestry sector, most are based in the department of Rivera, then Tacuarembó, Cerro Largo, Montevideo, and there is also a foreign company from Paraguay.

In the case of the industrial sector, most of it entails the provision of technical services, transportation, storage, machinery and equipment. The companies are from Tacuarembó, Rivera, Maldonado, Paysandú, San José and Montevideo.

As far as companies in the transport sector are concerned, half are from the northern region, from the departments of Rivera and Tacuarembó, followed by Montevideo and Maldonado.

It is noteworthy that some of the contracting companies consulted highlighted the "importance of serious and orderly work with the company, setting high occupational health and safety standards." In turn, some companies express their willingness to participate or have already participated in social projects with the community promoted by lumin.



**SUPPLIERS
2021**



NATIONAL COMPANIES



FOREIGN COMPANIES

In relation to LUMIN's suppliers for 2021, there were 644 supplier companies, 84% of which are national companies and the remaining 16% are foreign.

It is also important to highlight the development of local suppliers, since 18% of the supplier companies are from the department of Tacuarembó: half entail the services category and the other half belong to the purchase of goods and supplies. Among such services is the transport of cargo and personnel, maintenance, surveillance, cleaning, lodging, medical and engineering services; and with regard to purchases, tools, cleaning supplies, stationery, electronics, etc.

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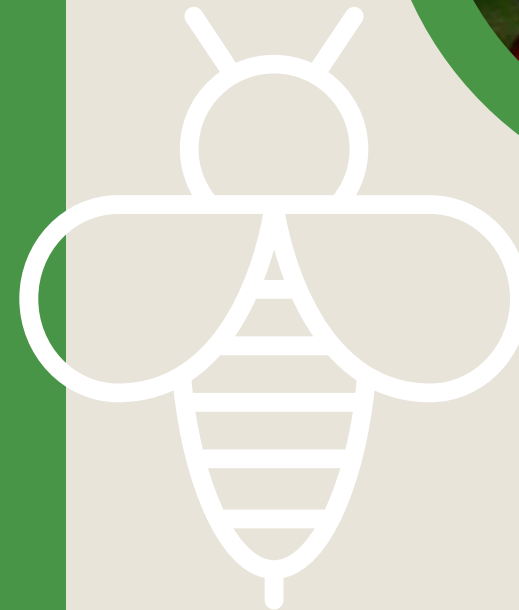
F. Productive promotion

LUMIN continues to develop productive promotion programs based on work with herders and beekeepers in the plantations' area of influence.

This year LUMIN was engaged in work with 208 herders, 108 from the northern zone (Rivera and Tacuarembó), with 12,423 heads of cattle; and 100 from the eastern zone (Cerro Largo and Treinta y Tres), with 12,575 heads of cattle. For the grazing regime, neighbors continue to be prioritized, currently having between 80% and 90% occupation of the land, with contracts of 11, 6 and 5 months.

Interviews were conducted with herders from companies located in areas such as Paso Baltasar and La Corona in Tacuarembó, Batoví and Paso del Gaire in Rivera. The interviewees hold between 20 and 100 hectares. All say that they maintain fluid contact with the company: in meetings to provide information on safety, deliver field manuals, etc. These interviews exposed some concern regarding pine resprouting or natural regeneration, for which the company has developed a plan to control invasive exotic species, so as to avoid them from claiming grazing land.

The company also worked with 72 beekeepers, 49 of whom installed their hives in the eucalyptus areas of the northern plantations, while 23 did so in the eastern area. Work on the honey extraction room that LUMIN provided on a loan basis to the tranqueras housing, owned by the company, also continues to be active.



2

G. Governance and *stakeholders*

LUMIN is owned by a long-term consortium of institutional investors.

- BTG Pactual Timberland Investment Group–BTG Pactual is the largest investment bank in Latin America. BTG Pactual Timberland Investment Group (TIG) is one of the oldest and largest forestry investment managers, focused on obtaining a return on its investments by applying high social, environmental and governance standards.
- British Columbia Investment Management Corporation–BCI is one of the largest canadian institutional investors, investing in long-term tangible assets, which includes a portfolio of direct investments in companies from various sectors, including agribusiness and wood.

LUMIN integrates a broad ecosystem linked to the forestry sector, which interacts with over 120 organizations and institutions; from private associations that bring together forestry and industrial producers, contractors and suppliers, to academia, technicians, workers and research and innovation institutions; as well as local institutions with educational, social and community purposes; public sector agencies and national and local government actors.



LUMIN integrates a broad ecosystem linked to the forestry sector, which interacts with over

120 *organizations and institutions*

STAKEHOLDERS MAP

Government

National Customs Directorate (MEF), General Forestry Directorate (MGAP), National Directorate of Environment (MVOTMA), National Care System, National Disability Program, Ministry of Social Development, Institute for Children and Adolescents (INAU), National System of Protected Areas, National Directorate of Civil Aviation, Departmental Administration of Tacuarembó, National Administration of Public Education, Departmental Administration of Rivera, Public Health Services Administration, Ministry of Public Health, National Emergency System, Ministry of Labor and Social Security, UN Women, Departmental Administration of Cerro Largo, National Institute of Rehabilitation (Ministry of the Interior), National Institute of Cooperativism, National Development Agency, Sembrando Program, INEFOP.

Civil Associations

Honorary Commission for Cardiovascular Health, Niños con Alas Foundation, APADISTA, COPHADIM, Cardijn, Amigos del Deporte de Rivera Association, Woodworkers' Trade Union Organization, CAIF, Neighborhood Association La Matutina, Tranqueras Rotary Club, Campo Limpio.

Academia, Research, Education

University of Montevideo, CAMCORE of the University of North Carolina North Carolina, University of Washington, University of Mississippi, Technical Schools of the State University of Uruguay - Training Technical centers, public and private schools and secondary schools of the region, Caraguatá high school, National Institute of Agricultural Research, Ceibal Plan, School of Design.

Private Sector

Forestry Producers Society, Exporter Union of Uruguay, local and national supplying companies. Contracting companies.

Commissions

Commissions for protected areas of Valle del Lunarejo, Quebrada de los Cuervos, Paso Centurión and Sierra de Ríos; Northern Forestry Group, Forest Health and Protection Commission; ARCOIRIS Follow-up Commission; Honorary Commission for Disability of Tacuarembó.

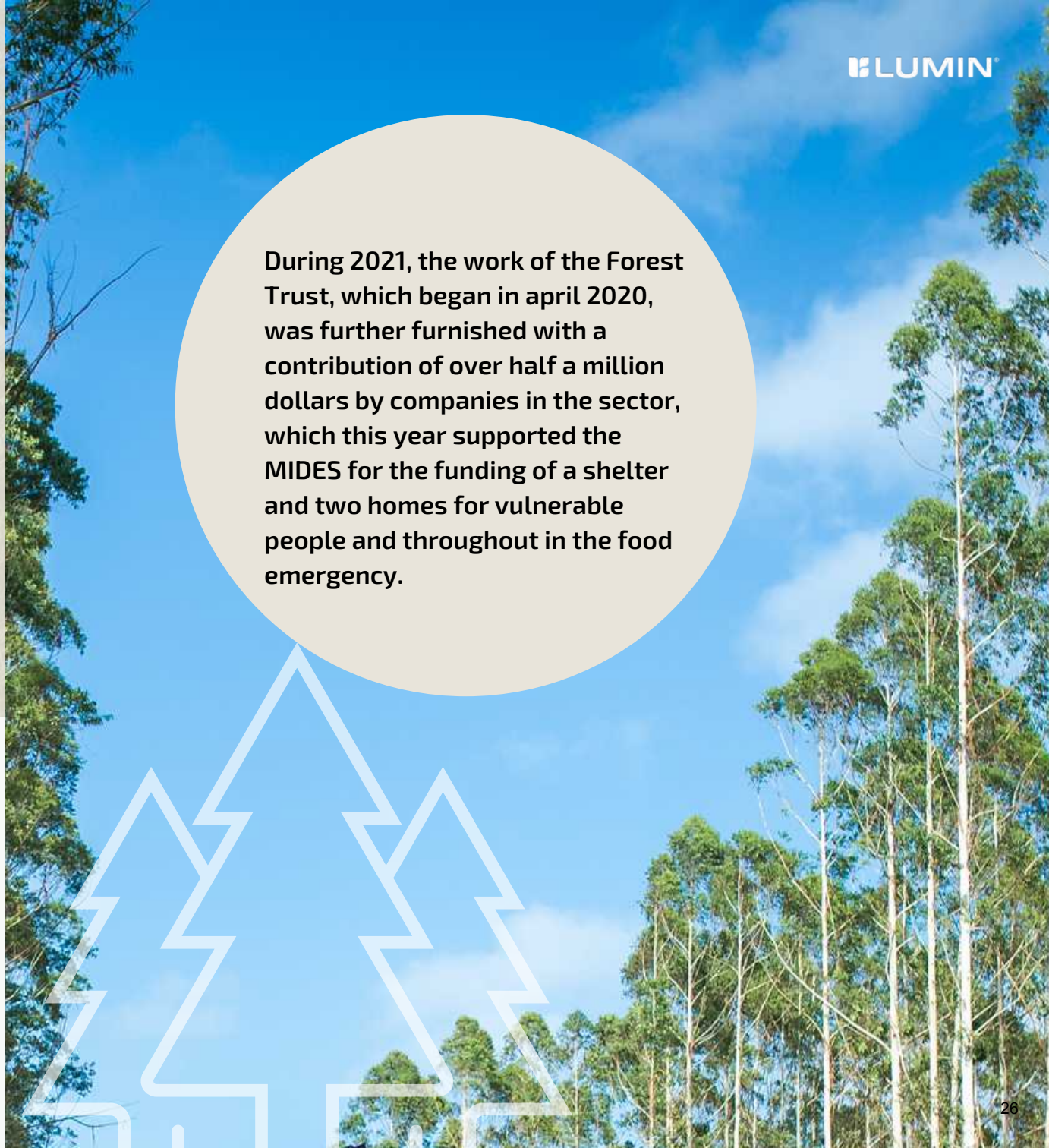


On the other hand, it is essential for LUMIN to maintain a fluid relationship with the interested parties, neighbors and various people involved in the operation of the company, for which a continuous communication is maintained through a communications Matrix, a List of Stakeholders, and a Survey of Neighbors.

LUMIN also participates in numerous committees and commissions on topics related to the activities of the company, such as:

- Gender Commission of the Union of Exporters.
- Communications Commission of the Society of Forestry Producers.
- Commission of Arcoiris Center.
- Salary Council for Forestry Group and Industrial Group as alternate delegate.
- Valle del Lunarejo and Sierra de los Ríos Specific Area Commission (Protected Areas).
- SPF National Forest Fire Protection Plan Group.
- SPF Biodiversity Working Group.

Finally, it is important to highlight the "work that was done at the sector level together with other companies in the sector within the framework of the Society of Forestry Producers, to stabilize the rules of the game in the sector in the face of certain questionings regarding the Forestry Law". Efforts were made to generate and provide qualified and objective information on the sector, to make it available to executive and legislative decision-makers, "valuing the commitment and impact of the forestry sector on the country's development over more than thirty years."

The right side of the page features a background image of a forest with tall, thin trees against a blue sky with light clouds. A large, light-colored circle is superimposed on the image, containing text. Below the circle, there is a large, white, stylized outline of a pine tree.

During 2021, the work of the Forest Trust, which began in april 2020, was further furnished with a contribution of over half a million dollars by companies in the sector, which this year supported the MIDES for the funding of a shelter and two homes for vulnerable people and throughout in the food emergency.

3

ENVIRONMENTAL REPORT

3

A. CERTIFICATIONS AND SUSTAINABILITY

The forest certifications are independent assessments of the company's activities according to international standards, and as such encourage, on the one hand, the improvement of forest management practices and, in turn, constitute a form of differentiation in markets for consumers who seek for sustainable products from their origin. Likewise, LUMIN assumes every certification process from a comprehensive and articulated perspective with all areas of the company and with its contractor companies.

During 2021, LUMIN passed the Forest Stewardship Council® (FSC®C162602) certification follow-up audit and submitted the company to the CCB standard, associated with carbon certificates, such as greenhouse gas (GHG) emission reduction initiatives; which are detailed below:

Forest Stewardship Council®: LUMIN was one of the new FSC® certificates issued in 2020, joining the group of certified companies in Uruguay. As from December 2020, LUMIN has its FSC® certificate under a group system for the three legal entities that integrate the group. Obtaining the certificate significantly increases the number of certified hectares throughout the country, being the third company with the largest certified area, with around 118,000 hectares.

This year, LUMIN received its first follow-up audit, maintaining the FSC® certification process. In this way, contributing to the comprehensive view, the work carried out by the company and its approach to social matters was seen as a strength, specifically, the agreements made with MIDES, linked to issues such as work with logger entities, which shall be dealt in depth in the social report.



LUMIN carries out all its productive activities with a deep-rooted commitment of caring for the environment.



Certification and forest management standard

One of the outstanding milestones in this certification process is that LUMIN organized training on the topic of certification and forest management standard. Different actors from the sector and from the communities in which LUMIN is present were invited to participate.

In this context, the course is one of the outstanding events mainly for three reasons:

- **It was at a time of pandemic, with mobility restrictions. Therefore, not only it would have to be carried out virtually, but also the company had to ensure that all those invited, even those from the smallest communities, had the means to participate.**
- **Obtaining a large convening involving local interested parties. The course was held virtually in its entirety, with over 120 people connected, with space for questions and debates.**
- **The contribution of the interested parties and the organization in presenting the different perspectives of the process. Students from the University Center of Tacuarembó, from the forestry engineering career, contractors, several groups of neighbors, workers and technicians from LUMIN and local leaders in environmental issues participated. It was the first course that SGS gave in this virtual modality, which was available for all participants, whose attendance was sustained during the 3 work sessions.**



virtual modality



120 people connected



3 work sessions

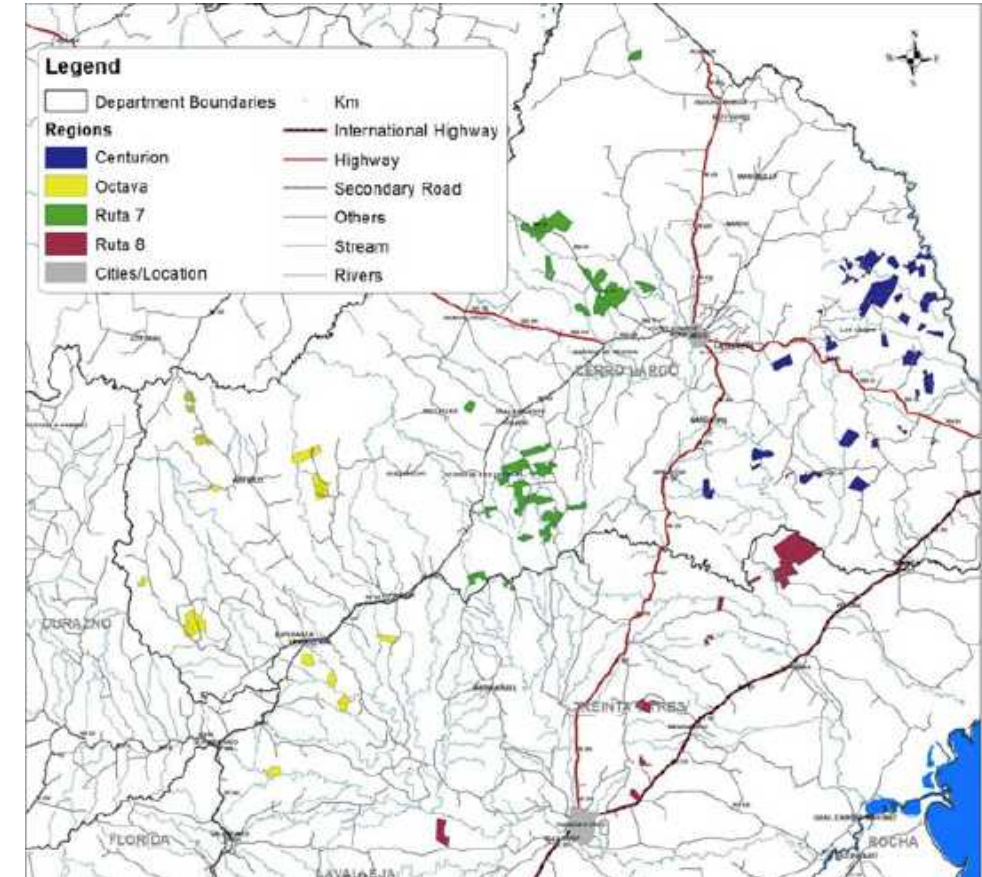


"In these two years of pandemic in which Uruguay was paralyzed, LUMIN organized a forest certification and management course, generating debate, that was open to many different external participants and also carried out the initial certification audit on site, completing the process and achieving certification."

LUMIN has already marketed 1.75 million tons within the carbon certificate market, and has the possibility of marketing up to 4.2 million more. This has boosted "the prestige of the product generated by lumin in the markets, which has made the lumin eucapine project recognized in the voluntary carbon markets."

Carbon Certificates and Climate, Community and Biodiversity (CCB) Standard: During 2021, the LUMIN EUCAPINE forestry project located in the departments of Cerro Largo and Treinta y Tres was validated; therefore, its CCB standard was presented to the Board of Climate Standard (BCS). This standard allows the verification of forest growth and how much additional carbon is generated, but it also analyzes the social and environmental issues in a deeper way, allowing for the validation of the company's integral processes and activities, while carbon certificates that are marketed after obtaining said standard have a differential value in the market.

The LUMIN Eucapine Forest Plantation in grasslands degraded by extensive grazing project is a 18,988-hectare project in the eastern part of the country, which began in February 2006. The project includes areas of low extensive grazing for cattle, which are converted into forest plantations in order to obtain long-lasting wood products, which provide added value, and to sequester carbon dioxide from the atmosphere in different components of the trees, reversing the existing soil degradation process for several years. This project will remove from the atmosphere a total amount of over 6 million tCO₂ over a 100-year period or an average of 60,000 tCO₂ in an annual basis.



source: Lumin



Location of the LUMIN EUCAPINE project in plots in Cerro Largo and Treinta y Tres

3

B. MANAGEMENT OF BIODIVERSITY AND PROTECTED AREAS

LUMIN works on biodiversity management, seeking that the forest management ensures the care of the flora and fauna of said plots of land, using the best available forestry practices, without burning, cutting or harvesting native forests, which are protected by the company.

In this sense, flora and fauna studies and monitoring are carried out on an annual basis in sites identified as priority from the biodiversity values and natural resources perspective, based on work and exchange with biologist experts.



Monitoreo de fauna
PREDIO: "Paso Real"
LUMIN
(Dpto. Cerro Largo)

FEBRERO 2020

RESPONSABLES:
Lic. Raúl Lombardi
Lic. Giancarlo Geymonat



Caracterización de hábitats
y monitoreo de fauna
PREDIO: "Macachín"
LUMIN
(Dpto. Cerro Largo)

FEBRERO 2020

RESPONSABLES:
Lic. Raúl Lombardi
Lic. Giancarlo Geymonat



Monitoreo de fauna
PREDIO: "Gallo Doroteo"
LUMIN
(Dpto. Treinta y Tres)

FEBRERO 2020

RESPONSABLES:
Lic. Raúl Lombardi
Lic. Giancarlo Geymonat

source: lumin



During all these years of work, LUMIN has supported the research and technical work in forestry areas, including protected areas, such as Cerro Buena Vista (Rivera), in the department of Rivera. Within this framework, with the aim of achieving a first estimate of the ages of native trees in the forests of different environments in Cerro Buena Vista in the department of Rivera, teaching staff of the Paysandú and Rivera region of the Universidad de la República, together with LUMIN officials and teachers from the Forest Engineering Career at the Tacuarembó University Center, carried out a technical visit to the property in November.

Standard non-destructive wood sampling methodologies were used to take radial samples of annual growth on each tree. This same methodology has been used in reserves and protected areas in Chile and the United States. A sampling of 14 species was carried out, including species from riparian forest, ravine forest and cornice forest, some of which did not have previous data on its annual growth rings in Uruguay.

In turn, during 2021, the company worked with a PHD Researcher from the Faculty of Sciences of the Universidad de la República for the construction of a biodiversity baseline, in particular for the monitoring of mammal species in forest lands in the country. Within such biodiversity there are foxes, wild cats, guazubirás, hares, wild boars, deer, capybaras, weasels, etc. For 2022, the company has planned the installation of camera traps which shall be checked every three months and will cover all environments: native grasslands and native forests, as well as structures and firebreaks that can be corridors for fauna.

Finally, it is worth mentioning that representatives of the LUMIN company participate in the Specific Advisory Commissions (CAE) of the Protected Landscape of the Lunarejo Valley and the

Protected Landscape of Paso Centurión and Sierra de Ríos. In the case of cae Valle del Lunarejo, the company has been actively involved since its inception, supporting and advising on the management of the protected area within the department of Rivera.

On the other hand, the Paso Centurión and Sierra de Ríos CAE was presented at the end of 2021 and raises the importance of the creation of said space chaired both by the Ministry of Environment and other institutions, neighbors and producers of that area in Cerro Largo. Also, in the area, work is being done on a proposal for a UNESCO Geopark, with the participation of the municipalities of Centurión, Arbolito, Aceguá, Cañas, Río Branco, Placido Rosas, I. Noblia; promoting education, tourism and entrepreneurship through geology, which is complemented with lines of sustainable development of this protected area.

4

SOCIAL REPORT

4

A. CORPORATE SOCIAL RESPONSIBILITY INITIATIVES

Throughout 2021, LUMIN has continued its work of further fostering the ties with the communities where it carries out its activities through work with local institutions, unions and neighbors; on matters related to education and care, health and wellbeing, socioeconomic inclusion and several community activities. Likewise, transversal work is continued on the subject of gender and diversity, fundamentally through the labor inclusion of people with disabilities. Below is a summary of the 17 Corporate Social Responsibility initiatives carried out during 2021 on its various topics.



17
**INICIATIVAS
RSE en 2021**

1. EDUCATION AND CARE ACTIVITIES

ARCOIRIS CENTER– During 2021, the ARCOIRIS day care center welcomed 59 boys and girls, 6 of which correspond to nursery level, 18 belong to level 1, 14 belong to level 2 and 21 belong to level 3; 54% of these being male.

In turn, the company worked with a team of 21 people, among which are the 13 educators of the various levels; three specialists from different disciplines: psychomotor skills specialist, psychologist and social worker; as well as two coordinators, an administrative and 4 assistants.

During 2021, the Center still saw its activities limited by the health emergency, but they also worked on virtual and face-to-face activities to accompany the process of trying to keep the families involved: video conferences with level 3 families, workshops with a nurse on most common diseases and accident prevention, workshops with level 2 families, workshops with a nutritionist, and coordination with children's pediatricians for consultations and referrals made.

For 2022, the company plans to continue working on issues related to the feeding of children in early childhood, a path that has already begun by training its personnel with the guidance and supervision of key experts from the National Food Institute.





Escuela Universitaria Centro de Diseño – This year, LUMIN generated links with the authorities of the Escuela Universitaria Centro de Diseño (EUCD) of the Faculty of Architecture, Design and Urbanism of the Universidad de la República, with the aim of improving and adapting the design of the feeding chairs that the MIDES provides for babies and children of the 16 families in vulnerable conditions of the Uruguay Crece Contigo Program in Tacuarembó.

LUMIN made the donation of materials for the construction of the chairs by inmates of the National Institute of Rehabilitation (INR), while university students in the final year of their studies carry out the design of the chairs which are adapted to the needs of the families. MIDES assessed this “initiative of articulation of the public sphere with the private and the academy, promoting social innovation for the most vulnerable families” very positively, and there are hopes to be able to replicate this experience in other departments.



Polo Educativo Tecnológico de Tacuarembó (Technological Educational Pole of Tacuarembó) – Through a Specific Cooperation Agreement CETP/UTU and the Technological Laboratory of Uruguay (LATU) through Japanese cooperation, the first solar energy powered drying oven was built in Tacuarembó, associated with the local UTU Technological Educational Pole, which will be used for academic, research and environmental support activities. LUMIN provided panels and supported the construction of the oven.

Furthermore, the transfer of knowledge regarding oven construction technology and the quality and drying of the wood is carried out through training workshops aimed at sawmills, carpenters, technicians and students of related careers in the region. The aim of this project is to strengthen the wood production chain in the northeast region, where LUMIN is a leading actor, to obtain products with greater added value that benefit the companies and the community as a whole.



Proyecto Árbol (Tree Project) – LUMIN continues engaged in this environmental education project regarding the importance of trees in schools in the communities in which it works.

This year, due to the pandemic, only one presentation was held at escuela 84 of La Matutina, where students from the Associated Educational Center participated. The activity took place in the patio, in the open air, and later involved planting native trees that will shade the sports field built the previous year, with the support of LUMIN.

Niños con Alas Foundation – Support continues to be given to this association whose fundamental objective is to support the educational continuity of boys and girls from poor and high-risk neighborhoods.

In this sense, support is provided through collaboration within the Sponsorship Program, assuming support for a child's schooling throughout her primary cycle.

2. HEALTH AND WELLNESS ACTIVITIES

Cerca Basic Cardiac Rehabilitation Center - LUMIN has promoted the installation of the first Cerca Center in the department of Tacuarembó, where numerous initiatives of education and training have been carried out with the support of the company. In this case, training was carried out for physical education teachers, officials from the Tacuarembó Departmental Government and LUMIN collaborators in the forestry area.

Likewise, within the Framework of the Uruguay Cardioseguro Program and through Unidos para Ayudar, LUMIN donated an external defibrillator (DEA) to the Tacuarembó sports center and two more which will be destined to two new locations. These initiatives were also accompanied by lumin contractor companies that joined the cause, while training their staff with a first aid course and certification, as well as in the use of defibrillators.

Apadista rehabilitation room and gym - LUMIN has a close relationship with APADISTA, an emblematic institution in the city that supports the inclusion and employment of people with disabilities.

On this occasion, LUMIN collaborated with the purchase and installation of equipment for the rehabilitation room and gym, which can be used by the 600 users of the institution.



Remodeling of the Estudiantes Club multi-sports field - LUMIN collaborated with the donation of plywood panels for the remodeling of the sports field of a leading institution in the department, - the Club Atlético Estudiantes of the city of Tacuarembó.

For such purposes, a social agreement was signed between the Ministry of Transport and Public Works (MTOP) and the Club, schools No. 1 and 2 of Tacuarembó, for the remodeling and use of its multi-sports field.



3. SOCIOECONOMIC INCLUSION ACTIVITIES

Support for the formalization of woodcutters with MIDES - During 2021, LUMIN continued to support the formalization process of the three women woodcutters and their families, spanning to about 15 people; which in turn had the social and commercial accompaniment of the Ministry of Social Development.

In 2021, LUMIN received the visit of the Minister of Social Development and other authorities of the Ministry, interested in learning more about the experience that allows the development of small businesses led by women, while promoting the responsible use of forest resources.

This process will continue during 2022, through a technical team of the Ministry's Rurality Program, for which it is expected, in the future, to be able to extend coverage to other families in the same situation.

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MINISTRY OF SOCIAL DEVELOPMENT

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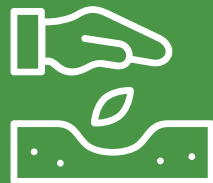
Consolidation of community gardens through the Sembrando Program - This program supports entrepreneurs in strengthening their capacities through the creation of collaborative platforms, one of these being the generation of community gardens.

One of the activities in which LUMIN participated, was the donation of materials for the construction of greenhouses, was through collaboration with the National Rehabilitation Institute for the generation of vegetable gardens, both in the Tacuarembó Penitentiary Center and in the pre-release section of the Santiago Vázquez prison.

LUMIN also supported the community garden project promoted by the same program in the town of Tranqueras. This support consisted of the donation of materials for the construction of greenhouses such as wood, nylon and tools such as scissors. Currently, four families work directly and there are three other families that participate in the project that have the greenhouses in their homes. This production is sold directly to the residents of the town.



Sembrando Program



Support entrepreneurs in strengthening their capacities through the creation of collaborative platforms



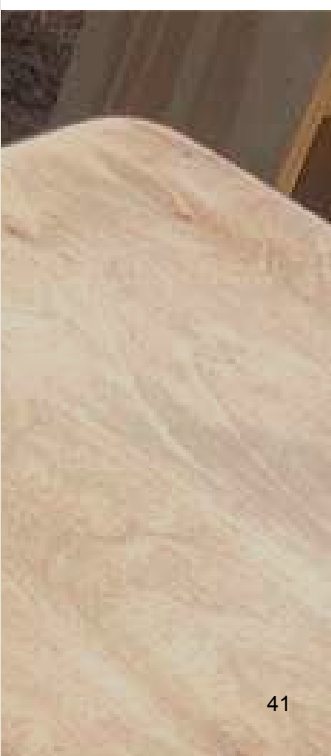
Carpentry workshop with the National Rehabilitation Institute - During 2021, an agreement was signed by and between INR-UTU-LUMIN, by which inmates receive training by a UTU carpentry teacher. This training will allow them to obtain the diploma of Professional Carpentry Technician.

This project, which began almost two years ago with the INR, contributes to the learning and rehabilitation of inmates. It started in 2020, aimed at solving the situation of furniture needs for the unit, specifically the lack of beds for inmates, and after that, the idea of having a carpentry shop to solve internal furniture issues was installed. LUMIN carried out the assembly of the workshop and provides the wood for the work in the course. When considering carpentry, the possibility of job training was introduced, and the donation of all the tools to install the carpentry was received, also with the collaboration of local suppliers.

In Unit 26 of Tacuarembó, a mixed group of 15 inmates carried out the training from August to December, and the idea is to continue with this initiative in 2022. "The learning process is noticeable and now they have the knowledge in the use of the tools and in the works perfected to address their labor inclusion."

The monthly plywood donation contract allows the carpentry to remain open all year; and as a direct consequence of such, it was possible to improve accommodation spaces, office furniture and also to support other institutions such as schools, the Judiciary, the Police Headquarters, and also provide furniture for MIDES programs.

Within the framework of all these activities, this year LUMIN was recognized by the INR as a company that collaborates towards the rehabilitation of persons deprived of liberty.



4. Community activities

Alternatives for value addition of forest by-products in Cerro Largo - In the department of Cerro Largo, initiatives have been promoted to generate alternatives to add value to forest by-products, such as firewood. Within this framework, at the beginning of November, a meeting was held in Cañas with territorial key actors with the presence of the mayor of the city Council of Las Cañas, the social expert of this council, authorities from the Municipality of Cerro Largo, key members of both LUMIN and the Ministry of Industry, Energy and Mining in the area.

As a result of this process, a study analyzed the possibilities of valuing by-products, taking into account aspects such as commercial feasibility, exploring the admissibility of biomass of pine and eucalyptus origin; the feasibility of financing the promotion and support actions by the private and public sectors; and operational feasibility; in terms of training needs, number and type of personnel, the demand for jobs, the existence of support services; technical feasibility associated with the forestry sector; as well as workshops with neighbors, institutions, business ideas, etc.



Activities Association of Friends of the Historical Heritage of Uruguay in Treinta y Tres and Cerro Largo

Within the framework of its activities to maintain areas of high conservation value, in this case in a cultural and historical sense, LUMIN has supported this group, which works, above all, in the Treinta y Tres and Cerro Largo area, and which seeks to value the experiences and customs, as well as the historical heritage, of the Uruguayan rural environment. This group is integrated by over 100 people and visits have been made to places such as Cerro de las Cuentas, Tres Islas, Cuchilla Grande, Melo and Treinta y Tres.

In this sense, and since within one of LUMIN's premises lies the physical place where the friar (which gives its name to the town of Fraile Muerto) was buried, which was forgotten, fairly unknown and little disclosed. In a combined effort, and within the set work frame, LUMIN and the Association sought to recover the memory of the site: cleaning it, marking it, and placing billboards a few meters from the Paso de la Cruz. Now it is a place of recreation but also serves to raise awareness among the people to take care of the heritage. Also, in another nearby property, a large old house was restored.

From the social perspective, LUMIN has supported the remodeling of buildings and the fence of Escuela 33 and the Polyclinic at Cuchilla Grande, as well as sanitary installations for the local water. It also supported the installation of a billboard in recognition of the founder of the Ilda Recarte polyclinic.

Association of Friends of the Historical Heritage of Uruguay in Treinta y Tres and Cerro Largo



Training and labor inclusion in small villages – As part of the production process linked to LUMIN's forests, in July, in the town of Vergara (department of Treinta y Tres) and in conjunction with the city council and the Tres Tilos forest services company, training on the safe handling of agrochemicals was carried out for 25 people registered in the council's job board, thus generating the necessary qualification to be able to access this type of activity.

At the end of November, a training session on the safe application of forest phytosanitary products was held in the locality of Cañas, with materials provided by the MGAP. This training is essential for those who are interested in joining a job opportunity in the area where forestry activities are beginning to be developed. There are currently 20 vacancies for people from the area, and employees from contractor companies that are already carrying out these operational activities for LUMIN participated.

Prevention of forest fires in small towns of Treinta y Tres and Cerro Largo – During the months of April and May 2021, fire charts were distributed to the fire stations in the towns of Santa Clara de Olimar and Vergara, in the department of Treinta y Tres, and in Fraile Muerto and the city of Melo in Cerro Largo.

These fire charts are made and updated annually by the LUMIN planning team. The charts provide the location of the forests, with reference to the main national routes, cities, local roads, rivers and streams. They are a fundamental tool for the exact location of a fire source, and enable for all those involved, whether forestry company personnel, or firefighters to have the same information so that they can arrive to an emergency in the shortest time possible.

Likewise, during the tours, the opportunity was taken to exchange opinions and experiences between the forestry Mayors team, the fire department team and to exchange with the local Mayors about the operation of the LUMIN protection and combat system.





Campo Limpio collection center in Cerro Largo

In March 2021, the first collection center for empty agrochemical containers used in the agricultural sector in general was inaugurated in Cerro Largo.

This project arises from the concern of several residents and agricultural producers of Cerro Largo who, worried about the final management of this waste, invited us to join and support the realization of a collection center. The effort was coordinated and supported by several institutions. The Cerro Largo agricultural society contributed a disused shed and some personnel for the operation of the center. LUMIN contributed with economic and technical resources for the execution of the project. The Municipality of Cerro Largo provided the workforce to execute the activities, and Campo Limpio provided the work procedures, the training of officials, and the required qualifications with DINAMA to install the center.



Construction of sustainable housing with MEVIR in Rivera

During 2021, based on a government initiative to enhance the construction of non-traditional housing systems, particularly utilizing wood resources, while also caring for the environment and considering the current housing deficit. MEVIR (Rural Unhealthy Housing Eradication Movement) proposed to start a pilot experience of social housing with wood as a construction method for 9 families in the surroundings of the city of Rivera.

LUMIN supports this initiative by contributing *Plywood* for its construction, which speeds up and facilitates the construction process. The construction system is provided by Ñande, a local NGO that is a pioneer in developing the technical construction permits for wood. The houses will be ready in the first semester of 2022.

For 2022, a Training Program is being developed together with the Ministry of Housing for the technical training of architects in this type of more sustainable construction.

"For LUMIN, this project associated with social responsibility and care for the environment is very important, because it has a very positive impact on the environment due to the material used and carbon capture, a virtuous construction cycle."

LUMIN Purchasing Manager
Adolfo Folle



5. GENDER AND DIVERSITY

LUMIN continues to actively work with a gender equality approach, seeking coherence between the internal actions of the company with its employees and contractor companies. This includes work with institutions, public policies and the community in which it carries out its activities.

Thus, LUMIN's experiences in gender equality are highlighted in the guide to good business practices published by UN Women in 2021. The Costureras del Norte and Leñeras Projects, which seek to generate employment opportunities in the value chain, as well as the ARCOÍRIS educational center, are some of the initiatives selected by the Ganar - Ganar Program. These are a selection of examples of initiatives that companies can undertake in order to establish better conditions for gender equality.

Another milestone achieved in 2021 was obtaining recognition as an export company with a gender perspective, granted by the Union of Exporters of Uruguay and Banco República. This recognition highlights the efforts of the exporting companies that promote good practices in gender equality, while also seeking to promote these initiatives in the rest of the companies in the country.



From left to right: Preseident of the Banco República (BROU) Salvador Ferrer, President of UEU Andrea Roth, Mara Pisano, HR Manager and Ricardo Inciarte Operations Manager of Lumin.

“Working in this process with LUMIN was a great opportunity for INEFOP for two reasons: firstly, because we were able to develop the methodology for the process, as well as considering the protection of people with disabilities; and secondly, the company was able to do further work on worldwide education in the employment sector, especially in the job searching sphere, so that people can access the labour market better prepared for a job interviews and resume presentation. They felt supported, especially the women.”

INEFOP Tacuarembó Reference, Gabriela Acosta

Another of LUMIN's strengths is its promotion of labor inclusion of people with disabilities. For this purpose, in 2021, LUMIN invited the National Institute of Employment and Vocational Training (INEFOP), to its office in Tacuarembó, to participate in the background of the process for the selection of people for the new plant; including profiles of people with disabilities.

From the process, 110 people were referred to LUMIN, 5 of them with disabilities. Most of the profiles were from Tacuarembó and female. Work will continue with INEFOP during 2022, seeking to generate a joint training plan. In turn, this employment intermediation experience with LUMIN was assessed very positively, and therefore the company will continue working in the process of selection and training of companies in the northern region of the country.

Likewise, LUMIN has worked with the National Program for the Disabled (PRONADIS) of MIDES, seeking to share the work experience of companies on the subject of labor inclusion. Thus, LUMIN has also worked with the Honorary Disability Commission to promote Law No. 19,691 of labor inclusion of people with disabilities.

The company has not only hired people with disabilities, but has also worked to raise awareness among all employees on the subject, promoting communication and integration, for example through a sign language course.

In turn, LUMIN was invited to participate in a seminar organized by UN Women to share the experience of including people with disabilities in the company, particularly women.



4

B. LABOR RELATIONS, SAFETY, HEALTH AND TRAINING

In terms of health, there is a team of occupational health doctors, who work in prevention processes and monitoring and health follow-up of the LUMIN team. This includes a training plan and analysis of risk factors at work. During 2021, some internal campaigns have been carried out to promote healthy habits during Heart Week with access to information on vaccination against COVID-19, explaining both the individual benefits and the benefits for the community as a whole.

Also, in the month of October, a breast cancer awareness campaign was developed, which involved the distribution of relevant information and a pink t-shirt to remind everyone of the importance of timely prevention, diagnosis and treatment, in addition to an informative talk by the medical department.

LUMIN has continued working on its health and safety policy, both at the level of forestry and industrial management, performing weekly audits and through a Bipartite Security Commission. This has resulted in 11 years without accidents in the forestry area, and also accident metrics for contractors have improved.



Likewise, there was also work carried out on training and qualifications, with general courses aimed at direct workers and contractor companies that are offered every year taking into account staff turnover

A total of 22 courses were held during the year, reaching over 650 employees. Among others, there are courses on operations, first aid, fire prevention, toxicology, and analysis of agrochemicals used in operations. It is noteworthy that during 2021 a virtual training platform was implemented, where the existing teaching materials were adapted, and which made it possible to provide training content in a non-face-to-face manner and with time flexibility, in order to adapt to the restrictions pertaining to the pandemic situation.

Regarding labor relations, during the year 2021, the collective bargaining of the Salary Council, which is valid for three years, was carried out. This negotiation was carried out by representatives of SOIMA, which is the union affiliated with the PIT-CNT, and with representatives of the Trade Union Organization of Woodworkers (OSTM).

Work was also completed with the Union on health protocols within the pandemic, in accident prevention, and also with the installation of the new plant, prioritizing substitute workers.

Semana del Corazón

Bajate la App Cerca y salvá vidas.
Te invitamos a verificar la localización de nuestros desfibriladores.

Un desfibrilador **CERCA** puede salvar una vida

CERCA es una aplicación que localiza desfibriladores (DEAs) en Uruguay.

¿QUÉ HACER?
Guía paso a paso que te ayudará a definir en caso de presentar un paro cardíaco.

LOCALIZAR
Utiliza la app para ubicar en un mapa los DEAs más cercanos a ti.

INFORMACIÓN
Guía sobre muerte súbita, uso de desfibriladores, reconocimiento de un paro cardíaco y más.

REPORTAR
Ayúdanos a mantener la base de datos actualizada, reportá DEAs y cómo los encontraste.

DESCARGALA GRATIS EN:

LUMIN

¿Por qué vacunarse?

BENEFICIOS

Efecto individual
Reduce la posibilidad de contraer Covid-19, incluyendo la enfermedad severa (es decir, casos de gravedad o fatales).

Efecto poblacional
Cuantas menos personas susceptibles a la gripe haya (por estar vacunadas), menos personas se enfermarán.

TODAS LAS VACUNAS CONTRA EL COVID-19 (PFIZER, SINOVAC Y ASTRA ZENECA):

- Son 100% eficaces para prevenir enfermedad grave y muerte.
- Previenen enfermedad, hospitalización y muerte.
- Tienen un buen perfil de seguridad (requisito a la hora de desarrollar y autorizar una vacuna).



22
COURSE



+ 650
EMPLOYEES

5

SUSTAINABILITY INDICATORS

5

A. ANALYSIS OF LUMIN ACTIVITIES FROM THE PERSPECTIVE OF THE SDGS AND ESG

Throughout 2021, LUMIN continued to consolidate itself as a company that seeks to offer its customers high-quality products based on sustainable development.

In this sense, through sustainable forest management and corporate social responsibility initiatives, both support for local communities and the preservation of a healthy environment are sought.



ENVIRONMENT

Actions related to the environment, climate change, risk prevention, waste and pollution management, deforestation.

LUMIN includes in its principles and values the care of the environment, biodiversity management, protection against pests and diseases, management of water resources and bio energy. It has FSC forestry certifications and complies with the CCB standard, within the framework of its carbon sequestration projects. It actively participates in work commissions with protected areas, in partnerships with local actors.

SOCIAL

Actions related to labor conditions, including child labor and human rights; community relations, conflict resolution; safety and health; employee relations and diversity.

LUMIN includes in its principles and values, issues related to society, both in commercial policies and for its employees, including issues of labor rights, conflict resolution, Safety and health, diversity, equity, etc. In turn, the 17 CSR projects include direct activities with the communities on issues of health and wellbeing, education and care, socioeconomic inclusion, community activities and issues of gender and disability.

GOVERNANCE

Actions related to policies and executive ethics, bribery, corruption, lobbying, diversity and board structure and tax strategies.

LUMIN includes in its principles and values, as well as in its Ethics codes and manuals; policies and guidelines related to corruption, bribery, entertainment, professional conduct, compliance with laws and regulations, etc. Its Board has active participation and is linked to over 100 institutions on national and local levels, generating in turn communication mechanisms, linking with neighbors and interested parties.

On the other hand, when analyzing the activities described in the reports of economic, social and environmental dimensions of the company; one can reflect on how each of these activities and processes actively contribute to the fulfillment of the Sustainable Development Goals:

ECONOMIC REPORT	ENVIRONMENTAL REPORT	SOCIAL REPORT
<div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>17 PARTNERSHIPS FOR THE GOALS</div> </div>	<div> <div>6 CLEAN WATER AND SANITATION</div> <div>13 CLIMATE ACTION</div> <div>15 LIFE ON LAND</div> </div>	<div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>10 REDUCED INEQUALITIES</div> <div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> </div>
<div> <div>Production process and value chain</div> <div>New plant and investments</div> <div>Market, products and customers</div> <div>Impact on employment</div> <div>Contractor and supplier companies</div> <div>Productive promotion</div> <div>Governance and <i>stakeholders</i></div> </div>	<div> <div>Certifications and sustainability</div> <div>Management of biodiversity and protected areas</div> </div>	<div> <div>Corporate social responsibility initiatives</div> <div>Education and care activities</div> <div>Health and wellness activities</div> <div>Socioeconomic inclusion activities</div> <div>Community activities</div> <div>Gender and diversity</div> <div>Labor relations, safety, health and training</div> </div>

All these activities highlight the business model promoted by LUMIN, which balances social purpose and economic benefits, using its business strength to generate a positive impact for its employees, the community and the environment.

LUMIN faces 2022 continuing with its spirit of growth, where sustainability and safety will remain the core values at each stage of the process.





LUMIN[®]