

# MISSION STATEMENT

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Lumotech's mission is to be an internationally competitive manufacturer and distributor of automotive and allied components.

## CORE VALUES

### CUSTOMER ORIENTATION

Lumotech is committed to providing products and service of exceptional quality on a continuous basis to all our customers.

'Passionate pursuit of customer satisfaction through technology, quality, cost, responsiveness and attitude'

### EMPLOYEE PARTICIPATION

Teamwork at all levels is recognized as being vital to the long term success of the Company. All employees are encouraged to participate in the company's future success.

'Do it right the first time, every time'

### HONESTY, INTEGRITY AND RELIABILITY

Lumotech will communicate openly and honestly at all times while at the same time treating one another with dignity trust and respect. The interests of the company will receive first priority.

### PROVIDE A NON-DISCRIMINATORY, HEALTHY AND SAFE WORKING ENVIRONMENT

Lumotech is committed to providing a safe, healthy and non-discriminating environment which allows for the growth and development of all our people.

### CREATIVITY AND INNOVATION

Employees are encouraged to seek creative and innovative solutions to workplace problems and to pursue ideas and suggestions which will contribute to increased customer satisfaction and the promotion of the company's strategic objectives.

### GROWTH AND VALUE

Lumotech is committed to grow revenue across a diversified customer base and increase stakeholder value through revenue growth and superior returns.

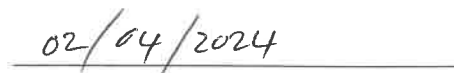
### RECOGNITION

Lumotech is committed to recognize employees that have worked in excellence and are committed to career planning of employees.

A handwritten signature in black ink, appearing to read 'Jaco du Plessis', is written over a horizontal line.

**Jaco du Plessis**

Managing Director

A handwritten date '02/04/2024' is written in black ink over a horizontal line.

Date