



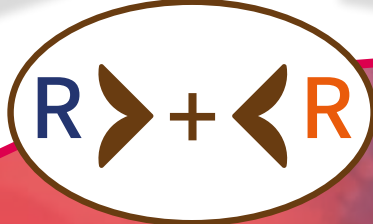
Covid Free

MARCH 2020 › April › May › June › July › August › September › October › November › December › January › February › MARCH 2021

Aware of what we are experiencing, conscientious in full and with total respect for all others, responsible for adopting all forms of protection prescribed and much more, we'd like to inform you that we are organised in order to proceed with all services and activities of our productions. We furthermore confirm all our commitments, investments, growth and development plans, since no one should be out of a job, neither should our customers be without our quality creations and the world without the beauty of their brand's creations.

LEM INDUSTRIES GROUP, March 2020





Covid Free

ANTICIPATING THE OUTBREAK OF THE COVID-19 EMERGENCY AND FOLLOWING THE PANDEMIC DECLARATION, OUR GROUP IMPLEMENTED THE R + R PROGRAM INVOLVING ALL ITS EMPLOYEES, SUPPLIERS AND COLLABORATORS.

The R+R programme, in line with Italian national decrees and regional resolutions, concerns numerous projects, as well as preventative activities and safeguarding of the health and well-being of the entire production line. This is encapsulated in the following guidelines and objectives:

- R** = Respecting all laws, decrees, resolutions, norms, provisions, controls and highlighted requests by all competent bodies.
- R** = Reaction, responsibility and reasonableness – aspects of a company drive towards the development of collective intelligence in respecting itself and all others.



TO YOU — WE COME TO YOU — WE COME TO YOU — WE COME TO YOU — WE COME TO YOU — WE COME TO YOU — WE COME TO YOU — WE COME TO YOU — WE COME TO YOU — WE COME TO YOU

25 delivery vans cover all of Italy on a daily basis as part of a dedicated **pick-up** and **drop-off service**.



We constantly believe and dedicate ourselves to the growth and development of the Made in Italy excellence. Beyond every catwalk, boutique, and in every flagship shop window of the most internationally-known brands, is a chain of Italian companies that assures end-user clients absolute quality in its products and services – to the envy of the world. **This legacy is to be protected and safeguarded, honouring all commitments, even in times of difficulty.**

Thermoscanners are active at the Group's premises



Serological

TEST DAYS



Sanitisation of the workplace



Acts of solidarity



CONTEST 1: LEM Head, Heart and Arms

LEM HEAD, HEART AND ARMS IS THE NEXT LEM FORCE CONTEST



This new contest starts from the following two assumptions:

The FIRST: using your head, heart and arms constantly at the same time. Without doing so one takes over the other, and this is the secret of who wins every battle, every war, every enterprise, and every challenge.

THE SECOND: in a crisis situation, the first thing to do is to reduce all waste, carry out the balance of forces, and plan resources. The LEM Head, Heart and Arms Contest will reward the best ideas which tell us about how each of us puts head, heart and arms into their work, so as to avoid mistakes. As such, it is

important for all of us that nothing goes wrong, neither a galvanic bath, nor a transfer to a supplier, nor a letter to a bank. And we can only do it if we continue to remain focused, using all our skills. Recovery will not be an easy walk. There will be moments of super work - we hope - and others of waiting. And in our head, heart and arms, a difference will be made between a job done well and one to be redone. The LEM Head, Heart and Arms Contest will also reward the best ideas that suggesting concrete actions that each of us in the department, office, and company can employ to reduce any unnecessary waste to 0.

In fact, we believe that there are many areas in which our concentration can lead us to recover economic, material and intellectual resources that we can save and allocate to other, perhaps even more noble actions. **Not having waste is the first step of a recovery that will bring us back as quickly as possible to the levels of a few months ago. LET'S GO!!!**

CONTEST 2: There's no limit to being the best ... THE DAY WILL COME WHEN WE WILL RETURN TO WORK.

We are momentarily laid off, which is not due to work or production, but because of a problem of public health that has affected our country and our existence. Upon returning, we will all be asked to give our best, but in the meantime let's try to win the 24 bottles of the best Prosecco in Veneto for the contest: THERE IS NO LIMIT TO BEING THE BEST. Participate with your ideas, even the most absurd or impossible, creative or innovative in order to come up with new challenges and new opportunities! **The contest has 4 intention because for us "innovation" means UNDERSTANDING TODAY, WHERE OUR WORK WILL COME FROM TOMORROW.**



CONTEST 3: Quarantine in colour

To all parents, uncles and grandparents, are you thinking about how to have fun with your children, your grandchildren? Are you looking for new ideas to play with them? Here is our proposal: the "Colour Quarantine" Contest.

We thought that a carefree way to be able to spend these last, we hope, days of "layoff" with the children is to involve them directly in a project

of fun and reflection, and also of common sharing. According to Einstein, creativity is contagious, and therefore what better way to take advantage of the ideas, suggestions and innovations that we are going through with our contests, if not to expand it to the little ones? Surely you already have all the colours to catch their attention.

The idea is simple: draw and colour your quarantine.

What you need is a sheet of paper, coloured pencils and room for imagination. **What do you need to do?** Allow your children's imagination space to create a design that represents "their quarantine". There are no limits or guidelines, as long as they air their ideas and interpretations. It will be nice to also be able to look through their eyes and understand how they are experiencing this moment.

What you win: the most beautiful and meaningful designs will be rewarded with beautiful colours and we will create a presentation board in the company. We expect to receive many drawings about this moment. There may be some children who, when asked "how would you design your quarantine?" that will reply with the drawing of a cake they have baked with their mother, while others could represent this moment based on a book they have read, or with their favourite game or in the presence of their parents. These are just a few examples, but we are sure that the children will surprise us by delivering us different and symbolic interpretations of this historic period. **Ready your pencils and let's get started! We almost forgot... poems and stories are also valid.**

SPACE FOR IMAGINATION AND FANTASY. PUBLISH YOUR WORKS DIRECTLY IN THE GROUP.



LEM SUPERFORCE company APP

Da oggi è finalmente disponibile L'APP LEM SUPER FORCE.

- VISITA LA PAGINA** (<http://bf.appmy.net/>) e segui le indicazioni per richiedere le credenziali di accesso che trovi sulla pagina di registrazione.
 - LEGGI E RISPETTA IL REGOLAMENTO UFFICIALE
 - COMPLA IL FORM (in tutti i campi con i tuoi dati e premi "invia richiesta". Riceverai una mail automatica con il link per scaricare l'APP e impostare le tue credenziali di accesso.)
- SCARICA L'APP** questo il simbolo che comparirà nel tuo telefono.
 - PREMI SU LOGIN (Appena lo scarichi, ti comparirà una schermata, premi su LOGIN per inserire le tue credenziali e accedere a LEM SUPER FORCE)
 - CARICA LA TUA FOTO NEL PROFILO (Ti chiediamo di caricare fin lì subito la foto nel profilo che hai appena creato. L'APP è anche un mezzo per conoscersi meglio, non daremo visibilità a profili anonimi!)
- CONTROLLA LA VERSIONE, NON IL MODELLO!** Le versioni minime dei cellulari per scaricare l'APP sono:
 - 12.0 di iOS
 - 7.0 di ANDROID
 è consigliato quando verifichi la versione software del proprio telefono da Impostazioni, e nel caso, eseguire l'aggiornamento software. Il modello del telefono non è rilevante.

4 CONTATTA
assistenza@appmy.net.it
se hai bisogno di aiuto, assistenza o in caso di problemi.

Save the date: 25 giugno 2020
APPuntamento da non perdere
è in arrivo la nostra APP LEM SUPERFORCE

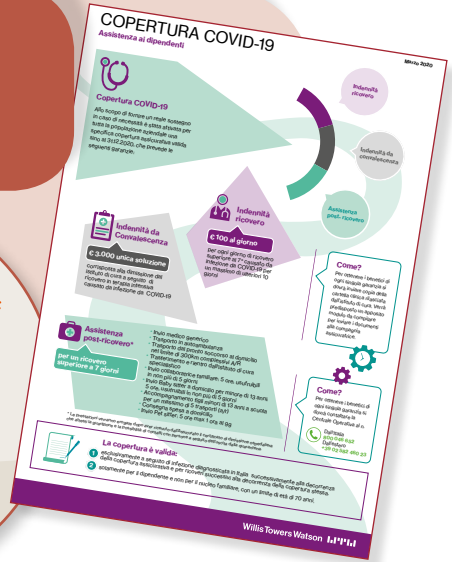
A TU PER TU CON
Giada Montefusco
Inizia la propria carriera calcistica nelle giovanili della Marzocco Salsomaggiore, arrivando a giocare in serie D nel 2016, veste invece i colori del Montebardicchi, il 2018 è primo del passaggio a calcio a 5, che la impegna nel duo stagione e adesso è pronta a tornare tra le Agnelli del Montebardicchi.
Il calcio non è la sua unica passione: talmente decisa del film che non è riuscita a scegliere uno come preferito, ma ci ha detto che parli di ultima serie TV che ha visto.

LEM SUPERFORCE, LEM X-PLATING, DELUXE DRINKS, LEM POSITIVE

Consolidated financial statements 2018 - 2019



Employee insurance 2020 - 2021



NEW

financial instruments

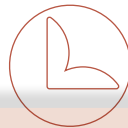
Participation in

training calls

Participation in

SPD tenders

ANTICIPATED LAYOFFS



To support all staff in addressing the needs and requirements during the **COVID-19 emergency**.

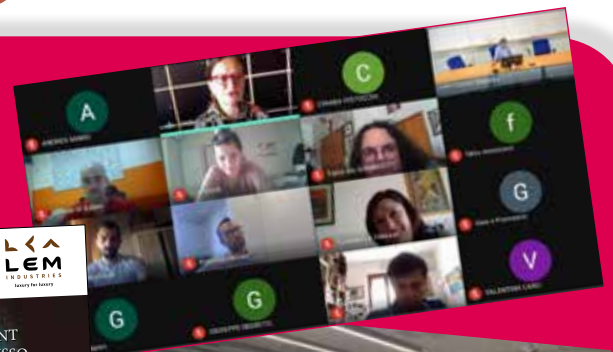
Employment levels maintained

All expiring contracts have been renewed because we believe in our journey so far and in the contribution that people can offer to everyone's work, especially in this period.

Specialist Course - CHEMALUX 1° EDITION

CARRIED OUT DIGITALLY

The first edition of the CHEMALUX Specialist Course was held via 60% of the lessons being facilitated remotely. Despite the difficulties and national directives lessons were concluded in December 2020. The project work and the final exam will therefore take place, as planned, in the first half of 2021.





IL BOSCO DI LEM

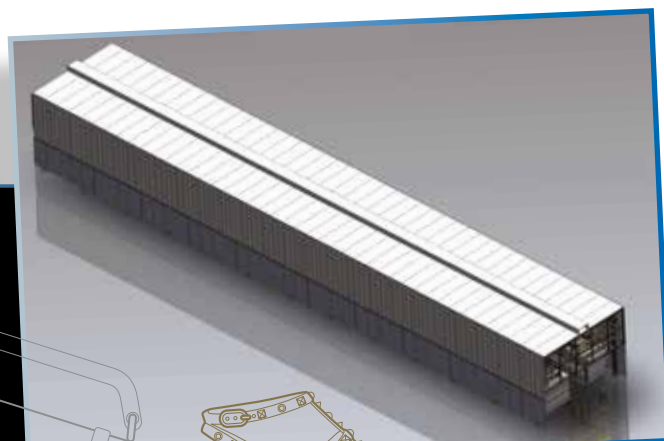


"We wanted a real wooded forest, not a simple garden... We care a lot about this project. Scientific studies have confirmed this for quite a while: contact with the open air is of considerable importance for the body. But one place, in particular, seems to be a real 'miraculous source' of physical and psychological benefits: the forest. In the woods, the benefits are felt instantly. There is more oxygen, and you can breathe better. Negative thoughts tend to dissolve and blood pressure drops ..."

Daniele Guldani

**NO
LIMITS**

**New automatic
roboticised
system**



Monster

X-PLATING

**X-PLATING
expansion**

Acquisition of new headquarters

**END OF ELITE
PATH AND STOCK
EXCHANGE
ASSESSMENT**



Group portal launch

www.lemindustriesspa.com

luxury for luxury



www.lemindustriesspa.com