



Lume Cannabis Co.

AU-G-C-000107	AU-G-EX-000145	AU-P-000122
AU-G-C-000108	AU-G-EX-000146	AU-P-000283
AU-G-C-000109	AU-G-EX-000196	AU-P-000305
AU-G-C-000110	AU-G-EX-000197	AU-P-000346
AU-G-C-000118	AU-G-EX-000198	AU-R-000109
AU-G-EX-000129	AU-G-EX-000199	AU-R-000178
AU-G-EX-000130	AU-G-EX-000200	AU-R-000191
AU-G-EX-000142	AU-G-EX-000262	AU-R-000203
AU-G-EX-000143	AU-G-EX-000263	AU-R-000215
AU-G-EX-000144	AU-G-EX-000264	AU-R-000219

This entity qualifies for the Gold level tier of
the Social Equity All-Star Program



Lume Cannabis Co. continued...

AU-R-000232	AU-R-000456	AU-R-000623
AU-R-000251	AU-R-000480	AU-R-000672
AU-R-000255	AU-R-000490	AU-R-000695
AU-R-000258	AU-R-000501	AU-R-000746
AU-R-000304	AU-R-000534	AU-R-000769
AU-R-000326	AU-R-000541	AU-R-001013
AU-R-000337	AU-R-000543	AU-R-001015
AU-R-000362	AU-R-000592	AU-R-001064
AU-R-000368	AU-R-000606	AU-RA-001061
AU-R-000453	AU-R-000615	

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What Lume Stands For

Lume has created a company culture committed to supporting diversity, equity, inclusion and belonging. Our recruiting, mentoring, development, and retention efforts focus on bringing broader perspectives, different points of view, and a richer understanding of the diverse customer and employee base in the communities where we live and operate.

As of July 2023, Lume consists of 935 employees who celebrate a diverse population with 40% minority, 5% veteran, and over 5% disadvantaged individuals working across cultivation, retail, and corporate functions. This diversity is further reflected in our company leadership which is comprised of 40% of leaders being minority, 5% veterans, and 7% disadvantaged individuals.

We also boast a strong internal promotion and succession program where we have promoted over 50 minority and veteran employees in 2021 and 2022. During talent planning, we ensure our succession plans focuses on diversity within our operations.

Lume provides industry-leading benefits package to all employees consisting of a living wage, full health benefits including optical, dental, and health, short and long-term disability, life insurance, PTO, and company paid volunteer hours.





DEI Internally at Lume

Our Diversity, Equity & Inclusion Team - which includes persons of color, a member of the LGBTQ+ community, and a military veteran - will be responsible to lead, drive and manage the company's DEI strategy and action plans across all facets of the business.

1. We will provide interactive workshops, annually (at minimum), covering such topics as the prevention of sexual harassment, racial and cultural diversity, and methods of fostering an inclusive work atmosphere.
2. We will continue to focus on diversity of the make-up of our staff by actively seeking out minorities, disadvantaged individuals, and women, both through in-house hiring initiatives, minority owned staffing agencies, participation in online diversity job boards and in-person job fairs. All salaried candidate hiring slates will focus on ensuring candidate diversity.
3. We will establish at least one (1) Inclusion Resource Group (IRG) for minority employees.
4. We will evaluate and establish relationships with local and/or state organizations that focus on diversity regarding minorities, disadvantaged individuals, and veterans. We will network and partner with these organizations on employment opportunities, work within their constituencies for hiring diverse applicants in the cannabis industry and providing educational trainings and information sessions for individuals interested in joining the cannabis industry.
5. We commit to continuing DEI training(s) for every employee at orientation and at least annually thereafter.
6. Lume provides paid volunteer hours (annually) to each employee as a part of their benefits package. We encourage employees to use volunteer hours in organizations of their choice recognizing the diversity of our employee base and the causes important to them.



Corporate Spending Plan

Lume's supplier base has a strong representation of minority and veteran owned businesses and/or categorized as a qualified small business. Small, minority and/or veteran businesses represent 47% of our total spend in our supply chain. We will maintain our supplier diversity success by ensuring our bid processing targets small, minority, and/or veteran owned businesses.

Examples of our diverse suppliers are:

Secured Transport (minority)	Product Testing (small business)
Security Services (veteran/small business)	Property Maintenance (minority/woman-owned)
Marketing (minority/woman-owned)	Architecture (minority/small business)
Moving/Transportation (veteran/woman-owned)	Cannabis and Cannabis-related (woman-owned/small business)

We apply our Supplier Diversity scorecard to ensure diversity in our supply chain. That scorecard measures 1) total spend, 2) spend per category of diverse suppliers (veteran, minority, micro business, etc.), 3) diverse spend per sourcing category (IT, retail, cultivation, etc.), and 4) the number of new suppliers engaged by diverse category. The company will utilize the CRA's All-Star network to advance our currently diverse supplier network.

Our goal is to maintain at least 40% of our spend with small, minority and/or veteran owned suppliers and contractors.

Community Reinvestment Plan

Lume currently has locations in 12 communities disproportionately impacted by cannabis prohibition (as of July 2023).



Those communities are:

Coldwater	Mt. Pleasant	Jackson
Kalamazoo	Cedar Springs	Grand Rapids
Adrian	Richland Twp	Saginaw
Owosso	Ann Arbor	Cadillac

Lume continues to make every effort to hire locally, which brings employment opportunities with a living wage and industry-leading benefits package to employees and their families.

Additionally, Lume will continue to support and partner with municipalities, organizations, non-profits, and/or charities which have a positive impact on communities where we are located and commit to growing our charitable giving.

Community Engagement

We are volunteering in the communities where we do business. In 2021, we established our company CARES program, which represents the following:

- **Collaborate** to make the communities a better place to work and live and take
- **Actionable** and intentional steps toward a better tomorrow by fighting against
- **Racial** injustice caused by cannabis prohibition and enforcement while supporting
- **Equity** for all and work toward eliminating the
- **Stigma** around cannabis

We support and partner with outreach and service groups, as well as working directly with municipalities to support community causes. In some instances, our activities (donations, team events, volunteering) begin before our Lume stores are even open.



Examples of our engagement utilizing both volunteer hours and financially are:

- Food/clothing/coat drives
- Pride events
- Expungement events
- Community/highway/waterfront clean-up events and sponsorship (Vietnam Wall Memorial, sponsorship of fireworks, riverfront cleanup, highway sponsorship and cleanup, city park clean-up)
- Charitable athletic events (disc golf, polar plunge, dog-sled race)
- Membership in Chambers of Commerce (local and state)
- Attendance at municipal council meetings

To encourage employee community engagement, we provide each employee with 8 hours of paid time annually to support volunteerism in our communities. This creates the potential for over 7,300 hours of time invested into the local communities annually, which equates to approximately \$125,000 of reinvestment into communities. That amount is aside from Lume's direct financial support.

