



Lucid Reality Labs Corporate Social Responsibility Policy

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Corporate Social Responsibility Policy

At Lucid Reality Labs, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Foster inclusive, collaborative, and safe working conditions;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

In alignment with our Code of Conduct*, Lucid Reality Labs will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with Lucid Reality Labs stakeholders' best interests. Lucid Reality Labs is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our shareholders.

This Policy applies to activities undertaken by or on behalf of Lucid Reality Labs LLC and its controlled subsidiaries anywhere in the world.

All Lucid Reality Labs employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Lucid Reality Labs leaders will act as role models by incorporating those considerations into decision-making in all business activities.

Lucid Reality Labs's leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.



This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Community Involvement and Development

Lucid Reality Labs stresses collaborative, consultative, and partnership approaches in our community investment programs. Lucid Reality Labs will integrate Community Investment considerations into decision-making and business practices, and will assist in local capacity building to develop mutually beneficial relationships with communities.

Lucid Reality Labs will contribute to our host communities' quality of life by supporting innovative programs in health, education, social services and the environment, as well as cultural and civic projects. Lucid Reality Labs will strive to provide employment and economic opportunities in the communities where we operate.

Labor Practices

Lucid Reality Labs will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. Lucid Reality Labs will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate. Lucid Reality Labs is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

Human Rights

Lucid Reality Labs recognizes that governments have the primary responsibility to promote and protect human rights. Lucid Reality Labs will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse. Lucid Reality Labs will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

Fair Operating Practices

Lucid Reality Labs is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems. Lucid Reality Labs will conduct its business in an open, honest, and ethical manner. Lucid Reality Labs recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets. Lucid Reality Labs will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy. Lucid Reality Labs is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.

Environmental Impacts

Lucid Reality Labs is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. Lucid Reality Labs will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement. Lucid Reality Labs is committed to environmental protection and stewardship. Lucid Reality Labs recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making. All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.



Consumer Issues

Lucid Reality Labs will engage stakeholders clearly, honestly, and respectfully. Lucid Reality Labs is committed to timely and meaningful dialogue with all stakeholders, including customers, employees, indigenous peoples, governments, regulators, among others.

Organizational Governance

Lucid Reality Labs believes that compliance with corporate governance principals is at least as important as its financial performance and that such compliance is of great benefit from the standpoints both of the development of national and international capital markets and of the advancement of our own company's interests. The Board is committed to ensuring that a strong governance framework operates throughout Lucid Reality Labs, recognising that good corporate governance is a vital component to support management in their delivery of the Lucid Reality Labs's strategic objectives, and to operate a sustainable business for the benefit of all stakeholders. Lucid Reality Labs recognises that the process of identifying, developing and maintaining high standards of corporate governance suitable for the Company is ongoing and dynamic to reflect changes in the Lucid Reality Labs and its business, the composition of the Board and developments in corporate governance.



Supply Chain

Lucid Reality Labs promotes CSR initiatives in areas including environmental preservation and human rights throughout the entire supply chain by working closely with suppliers, processing vendors, customers and distribution companies. Lucid Reality Labs is committed to environmental friendliness, fair working conditions and high quality throughout the supply chain. Lucid Reality Labs will promote fair transactions grounded in corporate ethics, and comply fully with all laws and regulations, as well as social norms inside and outside of the company's operational region, when making purchases. Lucid Reality Labs will take into account the impacts that purchasing activities have on the labor environment and health and safety. Also, engage in risk management through, including, responding swiftly to unexpected situations and disclosing accurate information. Lucid Reality Labs will ensure to respect human rights, eliminate all forms of discrimination, and strive to improve workplace environments. Additionally, do not be complicit in the infringement of human rights in the supply chain, such as through forced labor, slave labor, child labor, and unjust low-wage labor. Lucid Reality Labs will prevent leaks of confidential information and respect intellectual property rights.

Sustainable Development Goals

Lucid Reality Labs is committed to inclusive and sustainable industrialisation, together with innovation and infrastructure, to unleash dynamic and competitive economic forces that generate employment and income. Lucid Reality Labs believes they play a key role in introducing and promoting new technologies, facilitating international trade and enabling the efficient use of resources. For Lucid Reality Labs SDG 9 - "Industry, Innovation and Infrastructure" is core to our business as it applies to everything from coverage to R&D investments, service continuity and opportunities to innovate and enable social and regional development. In addition to complementing the Lucid Reality Labs mission, our contributions to the SDG align with our company's purpose—to create technology that benefits everyone on the planet, as well as the planet itself.

*Annual sign-off of the Statement on Business Conduct is a condition of employment at Lucid Reality Labs. Policies supporting the CSR Policy referenced therein are:

- EH&S policies
- Indigenous peoples policy
- Community Investment Guidelines
- Privacy Policy
- Climate Policy

CSR Policy Contacts



Lucid Reality Labs

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