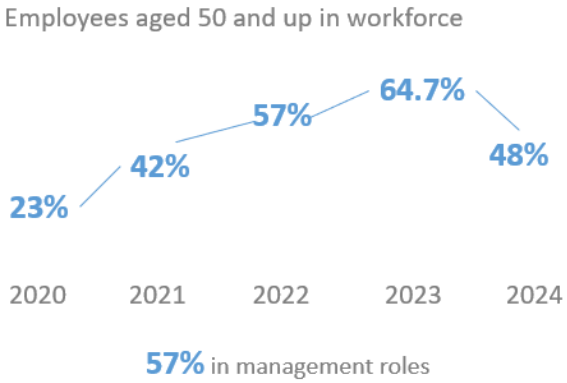
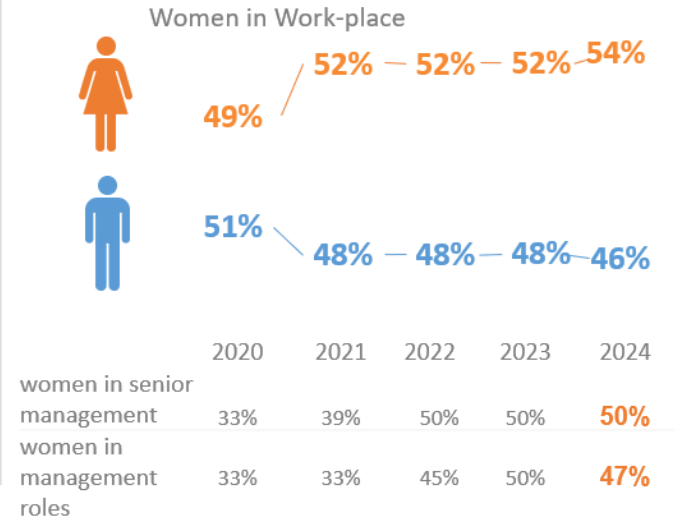
Our people

Our employees and our community are the source of our strength, knowledge and success. Accordingly, we cultivate our relationship with them and see in this connection the source of everything we are.

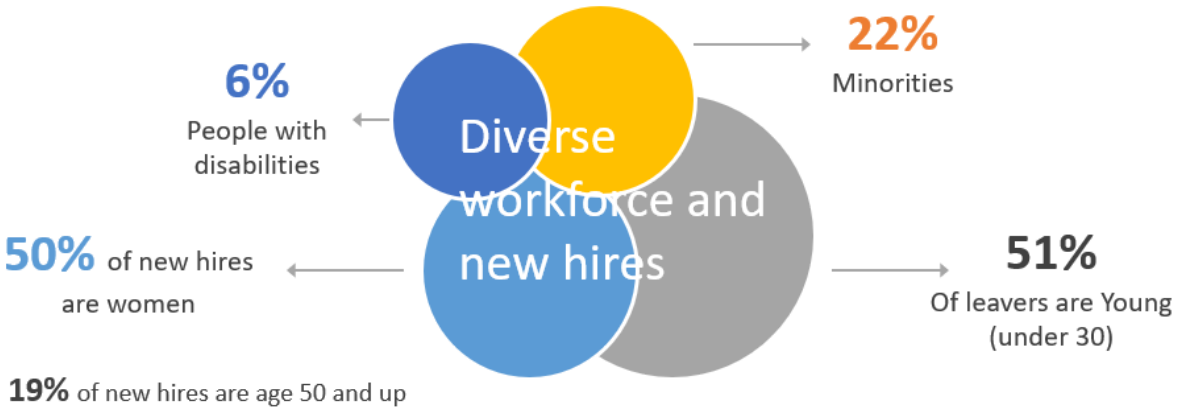
Our core values are based on our people: **Teamwork and Cooperation and Diversity and Inclusion.**

Main achievements in 2024:





	2020	2021	2022	2023	2024
women in senior management	33%	39%	50%	50%	50%
women in management roles	33%	33%	45%	50%	47%



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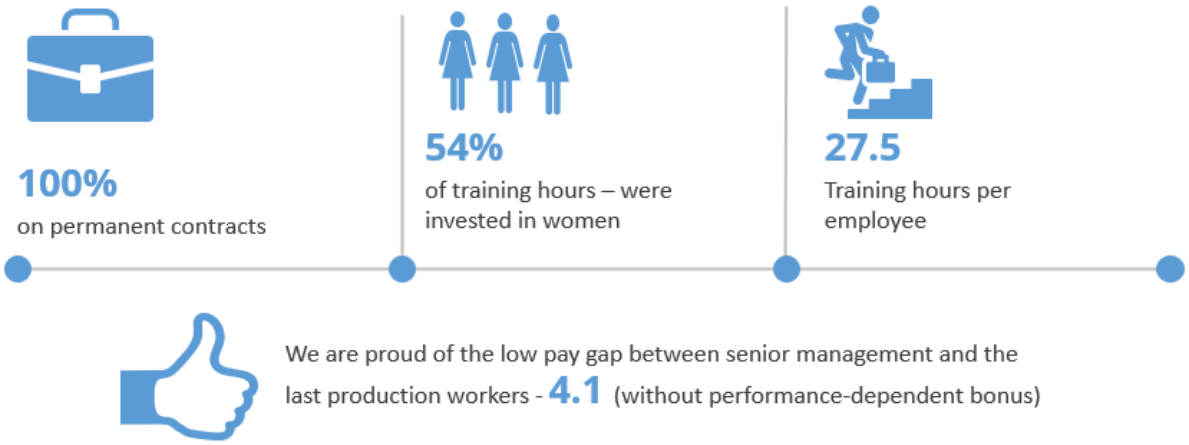
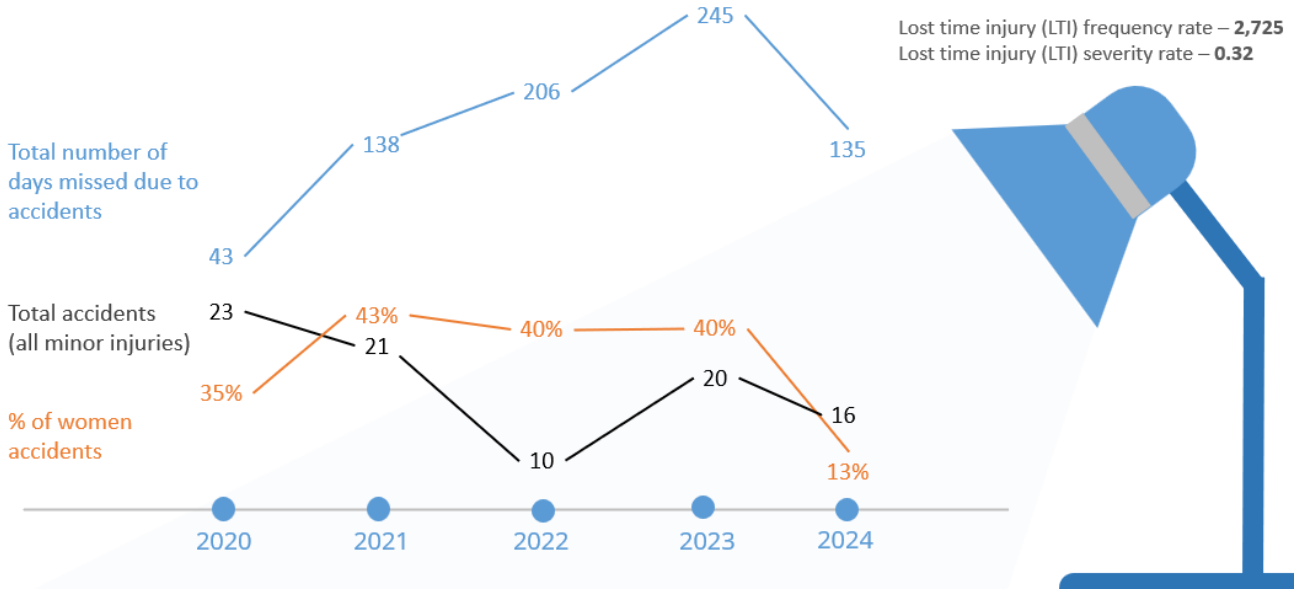
Creating confidence



The pay gap of total basic salary of women to men stands at 76%

Occupational Health and Safety:



Our Employees

We are committed to our employees - we respect, empower, reward and encourage our employees to be full partners in our endeavors. We encourage them to innovate, work collaboratively, be fair, demonstrate personal responsibility and respect their colleagues to maintain a work-life balance.

We maintain an ongoing dialogue with our employees in order to support mutual expectations to the satisfaction of all. We expect our employees to be professional and in control of all activities within their area of responsibility. In addition, we expect them to demonstrate personal responsibility when it comes to avoiding risks and disclosing sensitive information about the company, including on social media.

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Maintaining the privacy and dignity of employees is extremely important to us. As part of our privacy protection efforts, we make sure to keep the information we collect and process in relation to our employees private and confidential. Use of this information is done in strict compliance with the provisions of the Privacy Protection Laws and use of the information for the purposes for which this information was collected only.

We adhere to ethics in interpersonal relationships in society and encourage the obligation to report interpersonal relationships in cases of power relations. In these cases, we are working to change roles or disconnect conversions.

We avoid conflicts of interest and exploitation of business opportunities for personal needs in the course of our work, we act solely for the benefit of the company, and we do not let foreign considerations interfere with our judgment. We do not accept gifts and we do not use inside information to make personal profit.

We make sure not to employ workers under the age of 18 and to ensure fair working conditions, their health and safety and their wellbeing. All our employees hired on a permanent contract.
100% of our employees receive formal performance review during yearly reviews. Unfortunately, during 2022, we had to reduce the evaluations of the employees, following the exchange of the plant manager and reorganization moves. Therefore, performance review was conducted only for management, but in 2023 we returned to 100% employee evaluations.
Starting in 2023, we also conduct an annual survey among our employees in Israel to receive their feedback, examine their satisfaction and learn about areas for improvement. The results of the survey revealed that:

- 77% of our employees in Israel would recommend their friends to come work for LOG
- 78% stated that they are pleased of their direct manager and 70% informed that their direct manager updates them at least once a month about the state of the company
- 76% recorded that they receive the necessary instructions to perform their duties
- 64% stated that they receive a fair payment for their work
- 59% noted that there is open and honest communication

Following the success in Israel with a response rate of **62%** of the employees, an extension will be made to the application of the survey also in Hungary during 2024.

Our meetings with employees are evidence to our efforts. From the analysis of the meetings with the employees that take place during the year, we learn about very high employee satisfaction from the employment relationship and welfare conditions. As part of the meetings, the employees make suggestions for improvement, and we work immediately to examine their implementation. At the same time, we are also asking regarding conservation issues to get full feedback on our initiatives.

We make sure that all LOG's employees, in Israel and Hungary, will receive a salary higher than the minimum wage accepted in the country and which constitutes for us a benchmark for a sufficient and appropriate standard

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of living. In Israel, for example, all the production workers in the lowest ranks are paid a salary **11%** higher than the minimum wage accepted in the country. This is after three months of recruitment when they receive a salary 10% higher than the minimum wage.

Case study: Compensation plan to reduce employee turnover in Israel

During 2022 we had to face many challenges in hiring employees. In order to retain our employees while recruiting new employees, we formulated an attractive salary plan for production employees and supporting departments with compensation levels as well as quarterly bonuses based on quality, attendance and direct manager evaluation (motivation, teamwork and human relations).
During 2023, we conducted additional thinking, within the framework of a dedicated team established for the benefit of the issue together with the employee representatives, following which improvements were made in the recruitment process. Among the improvements, it was decided to connect an accompanying mentor to each new employee. one who was trained to ensure a better initiation process. We also set a monthly index that tracks the employee turnover rate with an emphasis on employees who leave during the first two weeks after being hired. These changes showed a significant improvement in employee retention. The total number of employees in Israel remained relatively stable throughout this period, at approximately 145.
Following the success of the move, we are initiating a similar implementation in Hungary as well.

Case study: LOG Israel salary and remuneration policy

LOG's salary and remuneration policy serves as a tool for locating and retaining professional and quality personnel, while addressing the needs of the organization and its strategic plan. The policy supports development and promotion of employees based on their performance while supporting the organization's values of promoting professionalism, fairness, long-term human capital capacity building and encouraging a sense of respect, trust and appreciation for all levels of work in the company.
Employee benefits include a training fund according to years of seniority and managerial level. All employees enjoy days of vacation, illness (in accordance with the law) and payment of convalescence and clothing allowances. In addition, the company subsidizes lunch for all employees in a closed list of restaurants, regardless of the number of working hours per day (the employee has only a payment of NIS 5 per meal).
The production workers receive a grant for the purchase of clothing twice a year in total amount of NIS 500. In addition, LOG makes provisions for employees to a continuing education fund (for production workers, the provision begins after 4 years of work).
Intermediate-tiered employees and above receive an extension of vacation days beyond what is required by law. Employees whose job allows it can enjoy flexibility and work from home. All employees receive 24 hours rest within a time frame of 7 consecutive days.
Vehicle is provided to employees according to job needs and management levels as well as payment for telephone use.

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It is important to emphasize that there are **no employees who are paid below the minimum wage** set by law in the company.

Every two years on a regular basis, uniform wage discussions are held for all employees in which the employee's contribution to the organization, his professional and organizational progress is examined, all under the values of fairness and uniformity and in accordance with defined criteria. In 2023, the production workers received two bonuses: a quarterly bonus of NIS 800 for attendance, quality work and good human relations and a monthly bonus for attendance.

These days, we have initiated a process for the formation of similar and adapted salary and remuneration policy for LOG Hungary.

We are proud of the low pay gap between senior management and the average salary of our production workers in both our operations that stands at 4.1 (without performance-dependent bonus)

The ratio of the annual salary of the most senior managers in the group (CEO) with the highest pay, to the median annual salary of all our employees stands at 8.39, showing a slight increase compared to 2023 (8.24).

In addition - since 2021, we award bonuses to all production workers in accordance with the evaluation of their performance in the factory.

Case Study: a series of benefits for our employees in Hungary

Being a fair employer is one of our core values and that is why we make sure all our employees receive fair pay and benefits. In Hungary, we have a series of benefit such as:

- SZEP-card 100.000 HUF/year – uploaded on a monthly basis (8,000 HUF/month) into the card as part of a yearly bonus. This SZEP-card can use as a credit card to pay for all kinds of goods and service such as: foods, entertainments, etc.
- Christmas gift - based on seniority
- Treat Tuesday - every Tuesday we treat the employees with a special treat of fruit or ice cream (also in Israel)
- travel compensation – subsidize for public transport or compensation according to distance. In case of carpools – when an employee takes other colleagues with him to work, he receives extra compensation.

<u>Employee empowerment</u>

Employees are the source of our strength and therefore we invest resources in trainings and development programs. During 2023 we continued our employees' development program. In Israel, several managers participated in a development program, including our supply chain manager, plant engineer, and more. Our Priority system implementer participated in a programming course at the company's expense, and an operations engineer participated in a Lean course at the company's expense and was appointed organizational excellence manager. In addition, one of our employees continues, for the third year out of three, in her Mechatronics studies at the expense of the company.

Our policy is to consider recruitment and promotion from within before locating externally.

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100% of our employees receive performance reviews. Bonus is paid according to the assessment results. Our HR lead meet with the managers, both in Israel and in Hungary, to conduct specific focused discussions on career development plan for employees with potential.

LOG Academy Initiative

In 2024, we launched a new initiative called *LOG Academy*. As part of this program, our employees delivered internal lectures on selected topics for the entire workforce:

- **Orna Adam**, Company Accountant, gave a lecture on Excel and Outlook usage.
- **Noam Nahari**, VP of Business Development, presented on product marketing.
- **Shiran Jean**, Development Engineer, delivered a lecture on oxygen and moisture transmission through our products.

This initiative fosters knowledge development and peer learning, enabling employees to share expertise and strengthen skills across the organization.

Employee Development Spotlight: Misi's Growth Journey at Logpac

Misi joined Logpac in 2017 as a warehouse worker and quickly stood out for his reliability, work ethic, and strong grasp of operational processes. Over time, he took on additional responsibilities, demonstrating initiative and a talent for solving logistical challenges.

Within three years, Misi was promoted to Warehouse and Procurement Manager, where he now oversees warehouse operations, manages procurement for key materials and components, and leads a team of eight employees. Guiding his team and fostering their growth has become a central part of his leadership role.

Misi's journey reflects Logpac's commitment to internal promotion, employee empowerment, and professional development, showing how dedication and initiative can lead to meaningful advancement within the organization.

Employee Development Spotlight: Márta's Growth Journey at LOG Plasticon Zrt.

Márta Kővári, 22, joined LOG Plasticon Zrt. in February 2023 as a Quality Controller. From her first days, she demonstrated strong attention to detail, responsibility, and a keen interest in learning about quality processes across all production areas.

Initially trained in general QC tasks, Márta quickly became capable of replacing Quality Controllers on any shift when needed. Her main focus was on Coverex operations, including tampon printing and silica filling QC tasks. Over time, she mastered all QC activities across products and departments and began training new team members herself.

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Recognizing her potential, the company provided Márta with opportunities to expand her expertise beyond QC. She was trained to write and update work instructions and product specifications, manage documentation within the official system, create Certificates of Analysis (CoAs), and handle product release processes. She also became actively involved in Incoming Quality Control, validation activities, test supervision, NCRs, CAPA, and audits.

Márta's scope of work and knowledge has grown far beyond that of a traditional Quality Controller. In October 2025, she began her formal training to become a Quality Engineer. She has already successfully completed courses in Documentation Development in Quality Management Systems and Quality Techniques, demonstrating her commitment to continuous professional growth.

Márta's journey is a testament to LOG Plasticon's dedication to nurturing talent from within, providing opportunities for skill development, and empowering employees to build long-term careers in quality and operational excellence.

Employee excellence in Israel

We encourage excellence and make sure to praise employees who show initiative, responsibility and professionalism. We give special recognition to employees who have brought about an improvement in the quality of production in detection and warning devices for potential problems or malfunctions, possible improvement in activity, and more. In addition to commending these employees, in 2024, yet anither one of our employees won an honorable recognition on behalf of the leading media body in Israel - Yedioth Ahronoth's 'the Minister' Award. The award was given to LOG's employee by the Minister of Economy.

We invested a total of 6,761 hours in training for our employees – about **27.5** hours per employee per year.

Organizational Engagement Team

In 2024, the company established an *Organizational Engagement Team* to strengthen communication between management and employees across all levels. During the team's first meeting, discussions highlighted the importance of sharing relevant information "from top to bottom," addressing the perceived disconnect between decision-makers and employees who are directly impacted by those decisions. Employees emphasized the need for timely updates on business directions, commercial developments, technical operations, and ongoing projects, as well as opportunities to contribute their experience to discussions.

The team also explored practical ideas to improve engagement, including internal newsletters, heterogeneous team meetings, digital notice boards with concise updates, sharing technical information during training, and creating a company glossary to ensure all employees understand key terms. Future meetings will monitor progress and continue generating initiatives to foster transparent communication and inclusive participation.

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Diversity and Inclusion

We respect and believe in the value of each individual. Our business was built on honesty, openness and acceptance of others' views, culture, experience and knowledge – that is the only way we can thrive and develop our full potential.

We give everyone an equal opportunity, encourage employment diversity and invest resources in personal development. We believe that diversity will allow the uniqueness of each of us to enrich and strengthen the work environment while adapting to the changes that apply in the business environment and the future labor market.
We oppose any discrimination based on race, skin color, religion, physical disability, national origin, age, sexual orientation, gender, gender identity and gender expression, marital status, marital status or any other characteristic of diversity. We will not tolerate any form of harassment, violence or threats among us.
We are committed to respecting and promoting human rights. We will never be part of Modern Slavery, Human Trafficking and Child Labor or any way of exploiting human beings.

We give everyone an equal opportunity, encourage employment diversity and invest resources in personal development.
Part of LOG's reputation, which also attracts quality employees, is the fact that it is a good place to work – the internal culture, atmosphere and the quality of the people. A respectful workplace for every person, regardless of who they are.
LOG's Human Rights, Diversity and Inclusion Policy – Click here

We promote the employment of workers over the age of 55 and strive to recruit new workers from underemployed populations. In 2024, **19%** of new hires are employees **age 50 and up**. Our workforce is composed of **22%** employees from minority groups, **6%** of People with disabilities, **48%** employees over age 50 and **54% women**.

We are proud to have **50%** women in senior management and overall, **47%** women in management roles.

Case study: Diverse recruitment in Israel

One of our important ventures to promote diverse recruitment and support social causes is to promote the employment of rehabilitated prisoners and we have success stories when such an employee received the Outstanding Employee Medal and even brought his son to work in a factory. We recently recruited a combat soldier that suffers from battle shock who has chosen his field of work in cleaning and is showing great satisfaction.

In 2024, LOG strengthened its commitment to social integration by hiring new immigrants who arrived from Ethiopia during the year. Through collaboration with two absorption centers, the company employed 12 men and women, successfully integrating them into the production workforce and supporting their professional development.

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Occupational Health and Safety

LOG considers it of paramount importance to ensure the health and safety of its employees and aims to provide the infrastructure required for the success of its efforts in the field. To this end, we have designed a proactive approach to Occupational Health and Safety (OHS) based on mechanisms of monitoring, control, management and continuous improvement. We invited our employees to formulate with us the ways to improve our conduct in the field and set appropriate mechanisms, action plan, procedures, safety trustees and resources to meet the ambitious goal we set for ourselves of **zero accidents by 2030.**

LOG encourages its employees to live a healthy lifestyle through a variety of options for participating in sports activities and training. We provide all our employees with new safety shoes every year (each new employee receives a retroactive refund for the safety shoes he purchased after 3 months of seniority). We are very strict about our employees' safety, and all know that we have **zero tolerance** on the matter.

The company provides its employees with a variety of financial support mechanisms, including wage advances and benefits in addition to bonuses and subsidies for lunches at a rate of about 85%.

In addition, LOG provides its employees with collective critical illness health insurance that provides optimal protection with extended coverage. The employee is not requested to participate in the cost of the insurance.

Promoting employee safety and well-being among our customers and suppliers

We are committed to promoting awareness of the importance of maintaining employee health and safety among our customers and suppliers. To this end, we share with them our efforts in the field and invite them to take pro-active approach on the matter.

LOG's Occupational Health and Safety Policy – Click here

Our Lost time injury (LTI) severity rate for direct workforce stands at **0.32** – reduction of 33% from previous year.

Case Study: OHS practices in Israel

The Occupational health and safety managed in Israel under a proactive approach and with the full involvement of senior managers. Beyond immediate reports, when necessary, regular discussions are held 8 times a year as well as a regular annual management discussion.

The composition of our safety committee changes every year in order to give an opportunity to as many employees as possible to be part of safety thinking.

The organization treats every safety incident severely and therefore, "near accidents" is reported as an accident as well as, accidents on the way to and from work. We do not separate company employees from contractor employees and treat everyone equally.

All events are documented and investigated, and we do not save budget to implement immediate improvements.

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All new employees are required to provide physician permit and to be instructed on the OHS procedures that are accessible in three languages: Hebrew, Arabic, Russian. In addition, field training is held on various topics, such as firefighting training with exercises, first aid, etc.
LOG Israel also manages 20 employees who constitute 'safety trustees'. These workers undergo a dedicated course and help increase attention to the implementation of safety guidelines, possible hazards and 'negligent' behaviors. These employees have been carefully selected in accordance with their suitability for a dedicated profile, have an understanding of the field and care for the subject.
A dedicated instruction booklet is currently being produced to be given to every employee and / or visitor to the company as a means of increasing the ways of conveying the OHS messages and awareness of safety.

In addition to all the required safety equipment, extensive training is conducted including a tour of the factory with an explanation of emergency exits, first aid cabinets, fire extinguishers, etc. We also conduct safety training with an interpreter for Russian or Amharic speaking employees and verify understanding by signing a dedicated form in their native language.

Once a year we do respiratory exposure monitoring tests. In addition to supplying protective equipment, every year we bring a doctor to the factory who does vision and hearing tests for all employees. Employees whose hearing is found to be impaired are referred to a follow-up examination and we follow up on the results.

Employees are invited to make suggestions and submit requests for measures to improve their safety. For example: a unique silicone device was recently purchased for the benefit of an employee who requested it for increased comfort at work; For a worker with a disability who comes twice a week, a dedicated interpreter was brought in to ensure good safety training since he spoke only Arabic.

Safety Climate - Implementing a unique program to promote corporate culture that supports road safety

During 2022, we launched a new program to implement a **safety climate** in the company accompanied by the 'Green Light' organization.
Studies have shown that the traffic safety climate and practices have a significant impact on
Involvement of the organization's drivers in road accidents. The higher the safety climate and the more traffic safety practices are implemented, the lower the employee involvement rate in car accidents.
LOG promoted a plan to implement a road safety climate in the organization in order to position the issue of road safety in a central place in the culture through a variety of activities, assimilating the organizational methods and procedures in the field and adopting concepts and behaviors of safe conduct on the road among the management and members of the organization. Extra importance was given to creating open communication for receiving employee reports on the subject.

In the first step, a comprehensive mapping of the road safety situation was carried out and a steering committee was established. As part of the process, meetings and questionnaires were used to map risks and find solutions to reduce road accidents with an emphasis on the pedestrian interface, forklifts in warehouses and more. After that,

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an organizational intervention plan was implemented alongside monitoring the effectiveness of the implementation and recommendations for improving the activity for the future.
The findings of the program showed that the program for promoting the safety climate in the organization should be focused on improving the training program for drivers. During the field inspections, minor infrastructural deficiencies were found that could be improved immediately.
As part of the Steering Committee's deliberations, it was recommended to establish procedures for external parties in order to prevent an accident and 'almost accident' by parties who do not know the "safety language" and may cause an accident. In 2024, we conducted a safe driving training session for our employees.

We will continue to be careful and encourage employees to report any accident, minor or serious, so that we can take corrective action. At every management meeting we will continue to raise the issue of safety and ensure transparency, raising awareness and proactivity to prevent accidents from occurring, as much as possible.

Employee welfare - Employees can apply for advances, bonuses, salary benefits and more. Lunch for the employees is fully subsidized when the employee pays only 5 NIS ($1.5) for a meal from restaurants on a closed list.
Employees participate in annual feedback and are invited to trend talks with managers. From time to time, round tables are held with the VP of Operations and the VP of Human Resources in favor of an open conversation and feedback.
We allow office workers hybrid work with the flexibility to work from home, when possible.

Our community

Kibbutz Ashdot Yaakov Ihud established our factory with the aim of addressing the older members of the kibbutz who needed comfortable and suitable employment. In accordance with these values and foundations, we will continue to be committed to supporting the social and environmental needs of the communities wherever we operate. The resilience of the community in which we operate will affect our business, workforce and sustainability. We are attentive and caring to the various communities, conduct an open and ongoing dialogue and promote local initiatives to support their well-being while focusing on promoting diversity and inclusion. We encourage our employees to be personally involved in the social activities we initiate.

Our community investment strategy

LOG Plastic Products Ltd. sees itself as an integral part of the communities in which it operates, in Israel and abroad. LOG strives to be involved in these communities and contribute to their **prosperity** through community involvement and social activities for different populations and sectors, in areas and activities that are related to the social goals that LOG sets for itself.

LOG believes that community investment and social involvement will help create **a stronger, healthier and more prosperous community and society.** For that end, LOG encourages engagement with the community in which we live and the involvement of employees in volunteering activities. This perception stems from the understanding

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that this activity enables the empowerment of the employees alongside the contribution and cultivation of the community in which we operate.

Diversity and Inclusion

Diversity holds social and business benefits.

- LOG encourages diverse employment and full integration of **people with disabilities** (such as: **Hashahar community** – supports people with special needs in Tiberius and its surroundings)
- **Elderly and rehabilitated prisoners**

Health and well being

Financial contributions to social organizations that promote health:

- The Institute for Brain Surgery in Poria Hospital, Israel
- One-time / one-year projects with significant added value (Sunrise marathon, Ilan summer camp, robotics department, Israelis, etc.)

Environmental support

Promoting environmental sustainability in the community by Collaborating with local environmental organizations and community training

Employee engagement

Initiating and participating in social/ educational programs with NGOs according to the following criteria:

- Geographical proximity.
- win-win for both the giver and the receiver.
- activities involving our employees.

Our community investment during 2024 in Israel:

Total community investment in NIS	
Donations	7,475
In-like donations	4,000
Total value of employee volunteering hours	234,710
Total	246,185

2,687 hours employees volunteered in Israel

Case Study: Promoting Diversity and Inclusion in Israel

Our social activity in Israel focuses on the nearby community and non-profit organizations that work in its vicinity. We advocate secret giving but when we promote employee volunteering then the contribution is known to all. Some of our community projects:

- 'Life Skills' Association (Kishurey HAyim) - All employees volunteer at the association according to their preferences. In addition, the organization makes a donation to the association.
- Lectures for inmates in rehabilitation, covering CV writing, interview preparation, and strategies for long-term success in the workplace.
- The Dawn Community (Kehilat hashar) – volunteering with people with disabilities
- Planting trees and recycling potted bottles by teenagers at Kibbutz Ashdot Yaakov Ihud

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In 2024 we contributed 10 used computers for re-use (worth 4,000 NIS) to *Yad Sarah*, a leading Israeli nonprofit organization providing medical and rehabilitative support to patients and their families.

לכבוד,
לוג - אשדות יעקב איחוד

תודה רבה מקייטנת איל"ן אשדות יעקב

לפני כשבועיים התחיימה קייטנת איל"ן אשדות יעקב. קייטנה של תמשה ימים עמוסי חוויות והתרגשויות, בהם בנות ובני הנוער של קיבוץ אשדות יעקב איחוד, טרפלג, האכיל"ן, שיתקו והפעילו 9 ילדים בעלי צרכים מיוחדים מילדי איל"ן, איתנן ישראלי לילדים נכים.

קייטנה זו התקיימה הודות למרחם של רבים וטובים מקרב קהילת עמק הירדן, גופים ועסקים וכמובן חברי קהילת אשדות יעקב שהרימו תרומה, עשו מעשה וכך ביחד הצלחנו להנעים את שהות הילדים אצלנו. מדי שנה, בסיום הקייטנה, אנו רואים את הקושי של הפרידה מילדי איל"ן, מה שמלמד על משמעות החווייה שהם עוברים אצלנו.

בשם ילדי איל"ן, בנות ובני הנעורים של קיבוץ אשדות יעקב ובווזי הקייטנה, אני מבקשת להודות לכם על שאפשרתם לנו לקיים את המפעל הכל כך חשוב הזה גם השנה. התברכנו בקהילה תומכת נדיבה ותודה רבה לכם על כך.

בשם צוות הקייטנה, סמדר יגאי.

We continued our tradition of hosting the ILAN summer camp with the youth of Kibbutz Ashdot and supporting it, also in 2024. The youth of the kibbutz run the camp for a full 5 days offering 9 children with special needs new experiences and excitement. The camps allow the youth to strengthen the local community while integrating the values of diversity and inclusion that are especially important to us.

ILAN – is an Israeli association for injured and disabled children, which since its establishment in 1952 has cared for thousands of children and adults with physical disabilities who face physical and motor disabilities and various muscle and nerve diseases such as polio, cerebral palsy, muscular dystrophy and more.

Case study: Supporting people with disabilities and answering Alvin's needs

LOG makes sure to respond to the needs of its community partners. In 2022, we implemented a program that allows people with disabilities from the Alvin association to volunteer in the company as part of a learning and experience program in preparation for the world of employment. We continued to support this partnership in 2023 and 2024, hosting two students with disabilities at the factory twice a week throughout the year.

Case study: Supporting the needs of families dealing with cancer

Four LOG employees volunteer on a regular basis in ‘Noladet Lenatxach’ ('Born to win’) - supporting the needs of families dealing with cancer.

'Born to win’ is a voluntary-social organization, established in 2018 to provide community support to families battling cancer. The volunteers bring home-cooked food for the families, in order to facilitate them during the complex period of dealing with the disease and allow them to concentrate their resources and attention on the treatments. Beyond that, the volunteers give the families a supporting hand, love and an understanding that they are not alone and part of a caring and supportive community. The organization operates in 50 cities across the country as well as in the Jordan Valley.

Photos of volunteers’ dishes and pastries:

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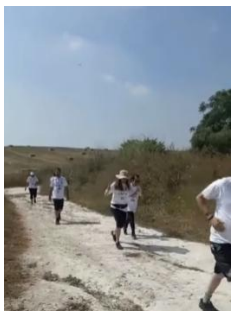
Volunteering with P.Z Bruria Association

Since the war, activities at **Bruria Association – Sports and Good Deeds Club** have slowed down, but the spirit of volunteering remains strong. Recently, an inspiring event took place at Kfar Tikva – an orienteering run with participants facing various challenges. At the finish line, the runners were honored, medals were awarded, and everyone celebrated together with music and dancing. These moments of joy create unforgettable memories that stay with both the volunteers and the participants for life. LOG is proud to support the association financially, while one of its managers actively volunteers in the activities, strengthening the impact both on the community and within the organization.



Eco-Friendly and Impactful Birthday Gifts

All birthday gifts purchased for employees in 2024 were part of the "Tomato Project" – a set including a biodegradable cardboard pot for planting cherry tomato seeds. The project's profits are donated to support farmers in southern Israel, and it also provides employment opportunities for members of the Anasho Association. Through this initiative, the company offered gifts that are both environmentally friendly and socially meaningful.

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Employee volunteering

Our employees love to give back to the community and take part in the volunteer opportunities we offer them. In 2024, the total number of volunteer hours increased by 5% compared to the previous year, reaching **2,827 hours**.

The volunteer projects included volunteering during the holidays with the 'Kishori Haim' association, preparing food for soldiers, mentoring and a workshop for prisoners in rehabilitation and regular volunteering every week accompanying two students from the 'Alvin' association.

In 2024, we also participated in an additional initiative by joining a Career Exposure Day for high school students in local schools. Through presentations and personal discussions, we introduced students to various career fields and to our company, as part of the *Bridge to the Future* program, which aims to help students build a clear vision for their future professional paths.

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