

An aerial photograph of a suspension bridge crossing a vibrant turquoise river. The bridge has a wooden deck and metal railings, supported by two white towers and cables. The surrounding landscape is a dense, lush green forest with rocky banks. The water is exceptionally clear, showing the riverbed and rocks beneath. The overall scene is serene and natural.

**CORPORATE SOCIAL
RESPONSIBILITY**
at Lectra

Helping you lead change by being the change.

LECTRA[®]



Making a positive impact on society through our business practices is not a trend at Lectra. From the beginning, respect for the environment, concern for employee well-being and adherence to the strictest ethical standards were core corporate values and drove many of our decisions.

We are dedicated to shaping a better future in our industry and in our world through a strong sense of responsibility and leadership. Over the next three years, **environmental sustainability, social responsibility, and ethics and transparency** will become even more central elements of our global corporate strategy.

As major players in the automotive, fashion or furniture markets, you also have the power to change the world by producing more responsibly while overcoming current market challenges. Through our technology and partnership, we can empower you to become more socially responsible and sustainable.

Together, we can lead the way to a better tomorrow.

Daniel Harari,
Chairman and Chief Executive Officer

1st COMMITMENT

ENVIRONMENTAL SUSTAINABILITY

Environmental consciousness has always been a key driving force behind our customer value propositions. Not only do we strive to develop the right technology to help you become more transparent and make better choices for people and the planet, but also **lead by example as an eco-responsible company.**

01

MATERIAL SAVINGS

With built-in scanners, new image sensor technology and long-life consumables, our cutting rooms are designed for material optimization and waste reduction. Our fabric consumption estimation, nesting and zero-buffer cutting solutions help you minimize fabric waste that can potentially generate a substantial amount of CO₂.

Material consumption has a major impact on your environmental footprint.

For most production models, fabric accounts for more than 90% of the CO₂ emissions created during an entire cutting room lifecycle.

By reducing your buffer by a mere 1mm, you can save 1% of fabric and increase fabric yield from 80% to 81%, which leads to **a 5% reduction in waste.**

**We obtained this calculation from a specific use case of a top Tier 1 automotive company. This figure might vary depending on the business context of each company.*



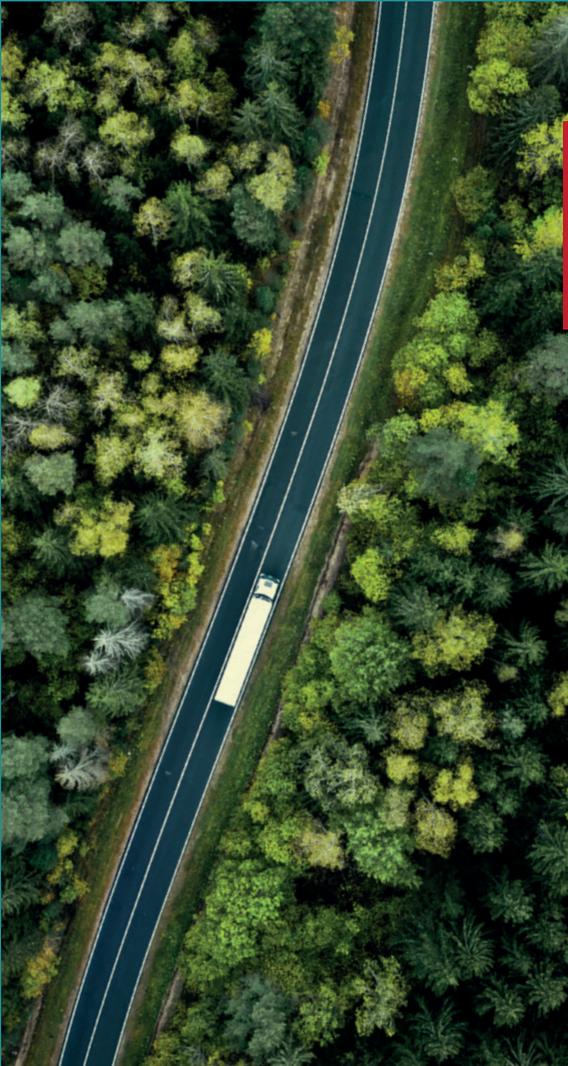
BY USING OUR FABRIC-CUTTING SOLUTION VECTOR IP, A TIER 1 AUTOMOTIVE SUPPLIER WILL BE ABLE TO REDUCE MATERIAL CONSUMPTION BY

4.35%*

THIS IS EQUIVALENT TO \$214,000 OF COST SAVINGS AND 50.6 TONS OF CO₂ EMISSIONS.

02 ON-DEMAND PRODUCTION AND NEARSHORING

Our on-demand production technology enables brands to produce items in only the quantities required through data-driven product development and manufacturing processes. This production model also enables them to mitigate transport delays and supply chain disruptions, making it easier for them to reap the benefits of nearshoring.



03 VIRTUAL COLLABORATION

Our software offers for design, development, collaboration and production planning minimize physical prototyping and facilitate long-distance teamwork. This greatly reduces the need for travel and transport.

04 ECO-DESIGN BEST PRACTICES

Sustainability is deeply ingrained in our thought process during the early development stages of our solutions. A specialized consulting firm has trained a select group of employees in product marketing and R&D so that they can **bring sustainability into our conception and design processes.**

05 REDUCING THE ENVIRONMENTAL IMPACT OF OUR DAILY OPERATIONS

We ensure that the majority of our components are manufactured locally, depending on where our production is based. For all equipment under the Lectra brand, 80% of our components are produced in Europe, of which 85% are recyclable. We assemble all of our Lectra cutting machines in France.

We have implemented a comprehensive environmental management system in France, which is being adopted by our five main country offices. This system was developed based on ISO 14001 recommendations.

We monitor our logistics very closely when it comes to our shipment, delivery routes and grouping of our equipment and components. To cut down on CO₂ emissions, we choose the most carbon-efficient route for delivery of our equipment, often opting for maritime transport instead of air, involving minimal port rotations.



80%

OF THE LECTRA CUTTING
MACHINE COMPONENTS
ARE PRODUCED IN EUROPE,
OF WHICH 85%
ARE RECYCLABLE.



2nd COMMITMENT

SOCIAL RESPONSIBILITY

We believe in fostering an **inclusive, diverse and vibrant work culture** where employees can grow and contribute to the society. By adhering to high social standards, we ensure that the daily working life of our staff and yours is both productive and pleasant at offices and factories.



01 CLOSING THE GENDER GAP

We have strong convictions on providing equal opportunities for all and zero tolerance towards discrimination and harassment. In France, according to the government, Lectra's professional equality index score currently stands at 99/100.

02 ENSURING HEALTH AND SAFETY AT CUSTOMER SITES

Our focus on employee wellbeing also extends to your company. Lectra's R&D teams have designed equipment that includes high performance security features to ensure the safety of its operators. For example, our Virga equipment, launched in 2018, comprises a new radar system to detect user motion that shuts down immediately in the event of hazardous user behavior. This system can now be installed on Vector equipment.

These integrated safety systems come with on-site support provided by Lectra's technical experts, who install, run and maintain the equipment. During the first training session, we will go through all the safety rules with your operators. Lectra's technical experts perform check-ups on your equipment regularly, including all installed safety systems.

36%
OF THE ENTIRE COMPANY IS
REPRESENTED BY WOMEN.
THEY ARE CURRENTLY
OCCUPYING 37% OF OUR
MANAGERIAL POSITIONS.



ONBOARDING AND TRAINING

For over twenty-five years, Lectra has invested significantly in training its employees, to ensure upward mobility by enhancing their knowledge and skills.

Our Lectra Academy, Sales Effectiveness and Customer Success Enablement teams have carefully designed a series of programs for our staff that range from orientation sessions such as Lectra Together, to targeted high-level training workshops on specific software and equipment.

EDUCATING THE NEXT GENERATION OF FASHION PROFESSIONALS

We share our knowledge and expertise with more than 800 schools and universities worldwide as well by providing software licenses and training to students, and serve as a platform showcasing emerging creative talent to industry professionals.



CREATING A POSITIVE AND VIBRANT WORK ENVIRONMENT

We place great emphasis on maintaining healthy, safe and good working conditions for employees in technical facilities, such as factories and R&D laboratories by auditing these places regularly with a safety engineer. To allow more flexibility, we have also established a new work-from-home policy for our employees.

We have elected a group of employee representatives at our headquarters in France who are in charge of seven missions: training, meal options, social fundings, social activities, housing, equal employment and career advancement opportunities, health and safety.

3rd COMMITMENT

ETHICS AND TRANSPARENCY

We firmly commit to the highest ethical standards, and acknowledge the trust that customers have placed in us for decades. We have always operated our business according to the **strictest ethical codes.**



01 CODE OF CONDUCT

We have successfully created and implemented a code of conduct to fight corruption and influence peddling, and train our employees in business ethics with an e-learning refresher course on an annual basis.

02 SUSTAINABLE PURCHASING

We have established the Lectra Charter for Responsible Purchasing in 2011 and signed the Responsible Purchasing Charter issued by the French Buyers Association in 2021, to ensure that our suppliers take responsibility for their own subcontracting, particularly with regard to environmental sustainability, labor practices, working conditions and respect for human rights.

LECTRA®

We pioneer. You lead.

About Lectra

As a major player in the fashion, automotive and furniture markets, Lectra contributes to the Industry 4.0 revolution with boldness and passion by providing best-in-class technologies.

The group offers industrial intelligence solutions - software, equipment, data and services - that facilitate the digital transformation of the companies it serves. In doing so, Lectra helps its customers push boundaries and unlock their potential. The group is proud to state that its 2,500 employees are driven by three core values: being open-minded thinkers, trusted partners and passionate innovators.

For more information, please visit lectra.com

