



SUSTAINABILITY



Health and Safety Policy

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Version 1.0

LECTRA

Spark your transformation

Contents

Scope 3

Framework 3

Coordination with Internal Systems 4

Commitment 4

 Prevent and Protect

 Hire and Train

 Maintaining Physical and Mental Health

 Handling Emergencies

Responsibilities 5

Monitoring and Review 6



At Lectra, the health and safety of all employees is a core commitment as part of our social responsibility, which applies to all of the Group's operations and work environments.

This policy is fully aligned with Lectra's sustainability strategy and contributes to the momentum driven by its commitments in this area. It sets forth the Group's guiding principles regarding health and safety.



It reflects the Group's commitment to implementing rigorous practices, as well as its ambition to prevent serious accidents, health hazards, and risky situations by strengthening a culture of prevention that has been shared throughout the Group for many years.

True to its values and Code of Ethics, Lectra is committed to providing safe and healthy work environments at all of its sites worldwide. The same commitment guides the design of its solutions and equipment: risks associated with their use are analyzed from the earliest stages of development, and safety requirements are integrated throughout their entire lifecycle to help protect users at its customers' sites.

Scope

This policy applies to all Group entities in every country where the Group operates and covers employees, temporary workers, interns, service providers, subcontractors, visitors, and customers present at Group sites or involved in its activities. It applies to industrial, office, commercial, and service environments, as well as to activities related to the design, installation, use, and maintenance of Lectra equipment.

Framework

The Group ensures compliance with the applicable legal and regulatory requirements in each country where Lectra operates, with regard to health and safety.

The Group's commitments are part of an approach aligned with international standards for occupational health and safety, particularly the conventions of the International Labor Organization (ILO).

Coordination with Internal Systems

This policy is part of the Group's documentation and should be read in conjunction with:

- the human resources policy, which outlines the company's commitments to employees regarding working conditions;
- the human rights policy, which formalizes the Group's commitments to its employees to ensure respect for fundamental rights in the workplace;
- the equipment security policy, which describes how security requirements are incorporated into solutions from the design phase onward;
- the Code of Ethics, which sets forth the principles of conduct for all of the Group's employees and stakeholders.

Commitment

Lectra's Health and Safety Policy is reflected in strong commitments tailored to the operational realities of each site:

Prevent and Protect

- Identify and assess risks in order to implement the most appropriate preventive measures (organizational, technical, collective, or individual), with a focus on eliminating them at the source.
- Strengthen prevention efforts over the long term through a continuous improvement process:
 - in particular through the regular conduct of safety audits and inspections, and the implementation of corrective action plans;
 - by analyzing accidents and near-misses in order to identify their causes, implement appropriate corrective actions, and share useful lessons learned throughout the Group.
- Incorporate a priori risk analysis from the initial stages of solution design.
- Ensure that service providers, subcontractors, and external personnel comply with applicable health and safety rules when working on behalf of Lectra or at its sites.

Hire and Train

- Foster a safety culture through exemplary leadership at all management levels.
- Encourage employee consultation and participation in identifying risks, reporting hazardous situations, analyzing incidents, and defining preventive measures.
- Provide training and raise awareness regarding the specific challenges of each activity, starting from the moment new arrivals are welcomed.
- Where the framework for social dialogue permits, involve employee representatives in preventive measures.

Maintaining Physical and Mental Health

- Not only to prevent accidents, but also to sustainably promote physical and mental health in the workplace.
- Identify and prevent psychosocial risks (PSRs) by drawing on local systems, where they exist.
- Combat stress and all forms of harassment, and promote quality of life at work.
- Where possible, rely on occupational health services to monitor employees' health.

Handling Emergencies

- Anticipate emergency situations that could affect people's health and safety: emergency procedures, first aid, and evacuation.
- Conduct regular safety inspections to keep equipment in good working order.

Responsibilities

The implementation of this policy is based on the following responsibilities:

Role	Primary Responsibility
The Board of Directors' Sustainability Committee	Reviews strategic health and safety policies and makes recommendations to the Board of Directors.
The President and Chief Executive Officer	Leads the Group's commitment to Health & Safety and defines the strategic direction of the policy.
The General Secretary	Oversees the implementation of the Group's Health and Safety policy.
The Director of Sustainability	Approves the policy and ensures it is consistent with the Group's sustainability strategy. Is responsible for ensuring the safety of equipment.
The Sustainability Steering Committee	Oversees the Group's Health and Safety governance framework and ensures consistency in the implementation of the policy.
The Group HSE Manager	Defines the common framework, coordinates policy implementation, consolidates Group performance metrics, facilitates action plans, and monitors continuous improvement.
Human Resources Teams	Oversee or coordinate initiatives related to mental health, psychosocial risks, and quality of life at work, depending on the local organization.
HSE Coordinators at Industrial Sites	Implement and manage risk prevention and analysis at the local level.
The Product Compliance Manager	Works with the Product and R&D teams to ensure that safety requirements are incorporated into the design and production of equipment.

Monitoring and Review

The Group tracks its occupational health and safety performance using key indicators that are consolidated annually at the Group level and published in the sustainability report.

A sustainability roadmap accompanies this policy and is regularly updated in line with changes to the Group's strategy. Where appropriate, it sets measurable goals and associated action plans.

This policy is communicated to all employees and made available to stakeholders.

It is reviewed periodically, and in any event whenever there are significant changes in operations, organization, risks, or the regulatory framework.

Lectra's Executive Committee and the entire management team are committed to supporting the implementation of this initiative, to which everyone is called upon to contribute.

