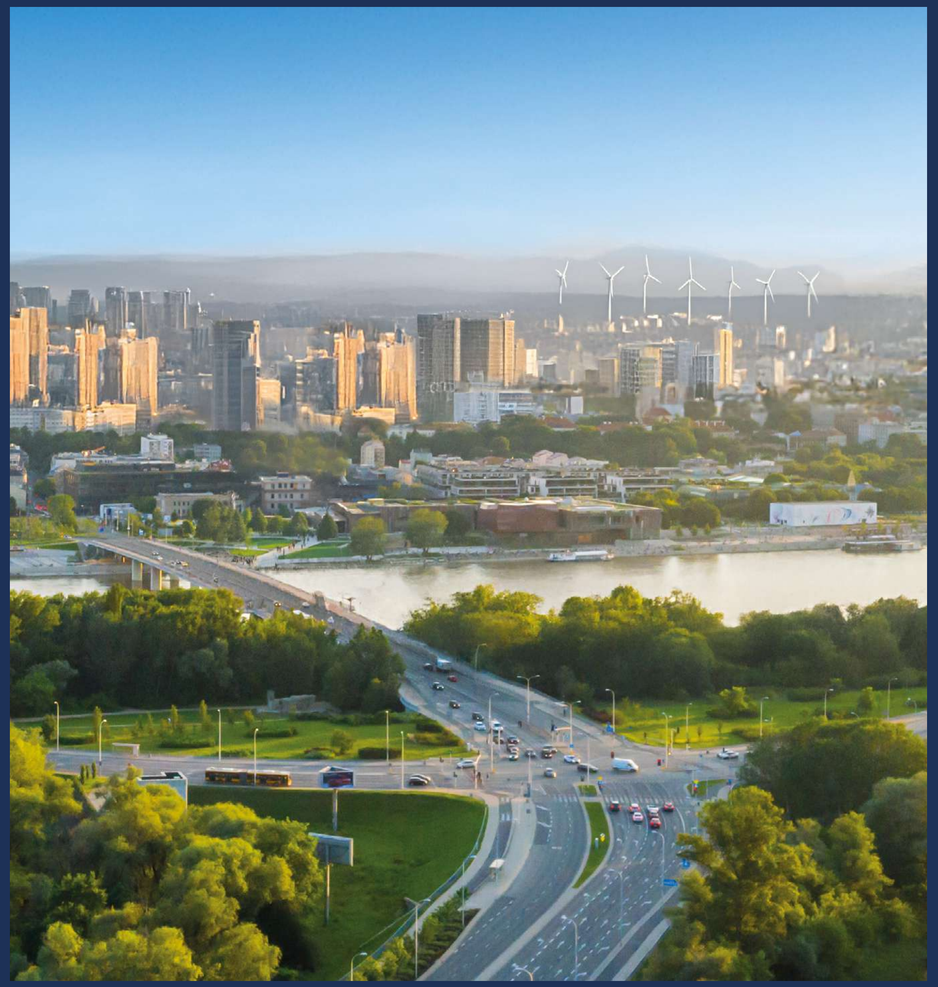
LACROIX

Impact Report

Year 2024



CONTENTS

EDITORIAL

A few weeks ago, the publication of our first sustainability report in the CSRD format marked an important milestone in our commitment to having a positive impact.

The work carried out during the double materiality assessment with our stakeholders and the entire Executive Committee, focusing on the key sustainability issues for LACROIX, allowed us to reaffirm a deep conviction: technology must be both useful and eco-designed.

Useful technology means having a positive environmental or societal impact that contributes to the ecological transition. In 2024, we completed the deployment of the Impact Score in our Electronics activity. This tool assesses, for each business opportunity, the usefulness of the product into which the circuit board we are commissioned to manufacture will be integrated. We also precisely quantified, using ADEME's "Empreinte Projet" methodology, the environmental benefits of our Smart Lighting and Smart Water solutions within our Environment activity. The result: energy and water savings of around 40% over their entire lifecycle!

An eco-designed technology means using as little energy and resources as possible during both manufacturing and usage. In 2024, we finalized the implementation of our eco-design approach: organization, product development processes, team training and the creation of an eco-design report. We also launched our new data logger, Log Up, which shows a reduced environmental footprint of between 23% and 86%, depending on the indicators, compared to the previous version.

Above all, 2024 will be remembered at LACROIX as the year we built our low-carbon roadmap. After a year of workshops involving all departments of the Group, we have defined ambitious greenhouse gas reduction targets aligned with the Paris Agreement, which aims to limit global temperature rise to well below 2°C above pre-industrial levels. To achieve this, we have developed a fully budgeted and operational roadmap through to 2033.

Finally, none of this would be possible without the women and men working every day across all our activities. In 2024, we successfully obtained the Great Place To Work certification for 3 new sites, bringing the proportion of certified sites to 53% a recognition of our high standards.

In these uncertain times, when essential progress towards the ecological transition of our economy is being called into question, it is vital to stay on course. In 2025, more than ever, we will stay true to ours: that of useful... and eco-designed technology.

Vincent BEDOUIN
Chairman & CEO

OUR VISION

USEFUL AND ECO-DESIGNED TECHNOLOGY

TECHNOLOGY IS ESSENTIAL TO THE *ECOLOGICAL TRANSITION*

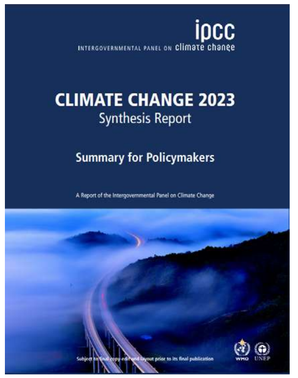
Every day, we use significant amounts of energy and raw materials to manufacture our products. As a technology and industrial company, we must face the environmental footprint of technology and focus on the applications that contribute most to the ecological transition.

Major international organizations and scientists agree that **digital technologies have a key role to play in the fight against climate change** and, more broadly, in keeping humanity within an environmentally safe and socially just space[1].

« More than two-thirds of the UN SDGs can benefit directly from digital technologies. »

UNDP/ITU 2023

(1) See the Doughnut Theory, by economist Kate Raworth



« Digital technologies including sensors, the internet of things, robotics, and artificial intelligence can improve energy management in all sectors; they can increase energy efficiency, and promote the adoption of many low-emission technologies, including decentralised renewable energy. »

Summary report of the 6th IPCC assessment report

OUR MANIFESTO FOR USEFUL AND ECO-DESIGNED TECHNOLOGY

The ecological situation is serious and requires an immediate and strong response. The world must embark on a **transition on an unprecedented scale** in a complex geopolitical, economic and social context, and the coming decades will be crucial.

This is a colossal challenge, and **LACROIX is determined to play a leading role** in the transition.

We don't believe that the solution to the ecological crisis is purely technological, but we are convinced that **technology is essential** for addressing environmental and societal challenges.

In a world where energy and resources are increasingly scarce and precious, the technologies we choose and develop must prove to be both **useful and resource-efficient**.

Our commitment to **useful and eco-designed technology** is a core component of our **positive impact strategy**.

To achieve this vision, we have set **ambitious, time-bound, quantified and public objectives**. And every year we report on our progress to ensure complete transparency.

We also share this commitment with all our stakeholders, and work with other like-minded businesses, because we believe that only through **cooperation** can we create productive synergies and **sustainable business models**.

LACROIX: AN INTERNATIONAL MID-SIZED *TECHNOLOGICAL & INDUSTRIAL* COMPANY

OUR AMBITION

To become a **global leader in industrial IoT solutions** and **electronic equipment** for critical applications.

€636M
Revenue 2024

4305 employees
in 12 countries

EMEA | **North America** | **APAC**

Electronics Activity

Designing and manufacturing electronic equipment and industrial IoT solutions

- Automotive
- Home and Building Automation Systems
- Industrial
- Avionics & Defense
- Healthcare

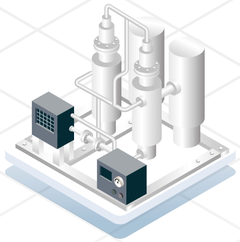
Environment Activity

Providing electronic equipment and industrial IoT solutions to optimize and secure water and energy infrastructures

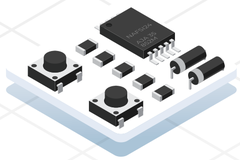
- Water networks
- Heating, ventilation, and air conditioning (HVAC)
- Smart Grids
- Smart Lighting

OUR *VALUE CHAIN*

EXTRACTIVE ACTIVITIES
Minerals, rare earths, oil, gas, etc.



TIER 2 SUPPLIERS AND BEYOND
Raw materials: silicon, copper, aluminum, epoxy resin, fiberglass, etc.



DIRECT SUPPLIERS
PCBs, electronic components, metal and plastic parts, etc.

SHAREHOLDERS, BANKS, AND PUBLIC AUTHORITIES

LACROIX
1 DESIGN OFFICE
10 PRODUCTION SITES
200 R&D ENGINEERS

CUSTOMERS

Electronics Activity

Technological & Industrial Leaders

- *Automotive*
- *Aero & Defense*
- *Industry*
- *HBAS**
- *Healthcare*

** Home and Building Automation Systems*

Environment Activity

Operators of water and energy infrastructures

- *Water networks*
- *HVAC**
- *Smart Grids*
- *Smart Lighting*

** Heating, Ventilation, and Air Conditioning*

THE MAIN *SUSTAINABILITY CHALLENGES* RELATED TO OUR ACTIVITIES

LACROIX is an international technological and industrial company.

We employ approximately 4,300 people across 3 continents, and each year, in our factories, we transform thousands of tons of electronic components, printed circuit boards, metal, and plastic to manufacture the electronic equipment and industrial IoT solutions we sell to our customers.

In 2024, as part of our CSRD reporting, we conducted a double materiality analysis to identify the most significant environmental, social, and governance issues related to our activities.

As a result of this analysis, we identified 36 material impacts, risks, and opportunities for LACROIX, which are presented here in a summarized form[2].

Environmental issues

- Contribution of our solutions to the ecological transition
- Eco-design of our solutions
- Energy consumption and greenhouse gas emissions
- Resource consumption and waste production
- Environmental challenges upstream of our value chain (water consumption, pollution, biodiversity, etc.)

Social and governance issues

- Health, safety, and well-being at work
- Diversity and equity
- Training and individual development pathways
- Working conditions upstream of our value chain
- Business ethics and corruption

(2) The complete list of material impacts, risks, and opportunities for LACROIX can be found in our sustainability report.

OUR AMBITION

POSITIVE IMPACT STRATEGY AND 2030 OBJECTIVES

OUR *POSITIVE IMPACT* STRATEGY

To make our commitment to useful and eco-designed technology a core part of our strategy and operations, we have established four key commitments and eleven priorities. These are aligned with the most significant environmental and societal issues related to our activities.

GROW POSITIVE-IMPACT BUSINESS

Focus on
positive impact solutions

-

Create sustainable
business models

DESIGN ECO-EFFICIENT SOLUTIONS

Eco-design
our products

-

Develop plain
digital solutions

RUN SUSTAINABLE OPERATIONS

Reduce our greenhouse
gas emissions

-

Limit other environmental impacts

-

Improve practices
in our supply chain

COMMIT TO OUR PEOPLE AND ACT LOCALLY

Care & share

-

Empower our people

-

Promote diversity and equity

-

Act local

OUR OBJECTIVES FOR *2030*

For each of our 4 commitments, we have defined quantified impact targets for 2030:

	Impact indicators	OBJECTIVES
GROW POSITIVE-IMPACT BUSINESS	Share of impact-driven products in revenue	**80%** in 2030
DESIGN ECO-EFFICIENT SOLUTIONS	Share of newly eco-designed LACROIX products	**100%** in 2025
RUN SUSTAINABLE OPERATIONS	GHG emissions scopes 1 & 2 (KtCO2e)	**5,8** in 2033 (-55% vs 2023)
	Scope 3 GHG emissions (tCO2e/K€ added value)	**6,9** in 2033 (-61% vs 2023)
	Waste generated (kg/K€ of revenue)	**2** in 2030 (-30% vs 2022)
	Share of purchase volume covered by an ESG assessment	**75%** in 2025
COMMIT TO OUR PEOPLE AND ACT LOCALLY	LACROIX sites certified Great Place to Work	**100%** in 2030
	Women among managers	**40%** in 2030

OUR ACTIONS

FOR OUR PRODUCTS, IN OUR OPERATIONS, WITH OUR TEAMS

COMMITMENT 1: GROW POSITIVE-IMPACT BUSINESS

To determine whether our products contribute to the ecological transition and to measure their net impact, we have developed two specific tools.

Electronics Activity

[Tool] The Impact Score to assess the impact of our activities

Based on the **European taxonomy**, the Impact Score allows us to determine whether a product contributes to the ecological transition.

100% of the products in our Electronics and Environment activities are assessed and classified into 3 categories:

EXCLUDED PRODUCT | NEUTRAL PRODUCT | IMPACT PRODUCT

zOOm on...

positive impact products

Below are some examples of products from our Electronics and Environment activities classified as Impact Products in the Impact Score:

- **Heat pump**
- **Remote management of water networks**
- **Medical bed**
- **Remote management of public lighting**
- **Railway signaling**
- **Electric vehicle charging**

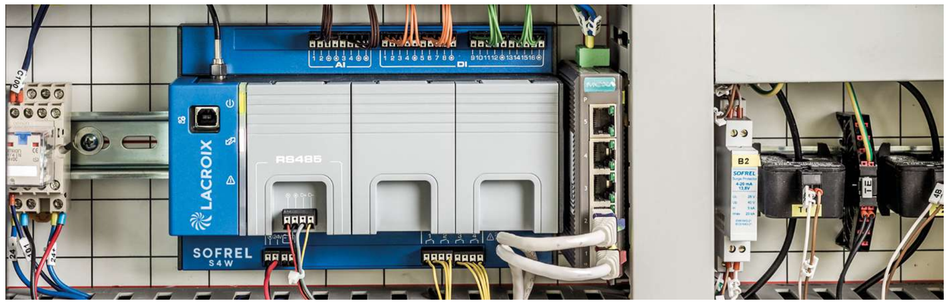
Environment Activity

[Tool] Quantification of the environmental benefits of our solutions

Our products are designed to secure and optimize critical infrastructures.

In a context where the number of technological solutions claiming to be "impactful" is multiplying, it is essential for LACROIX to **precisely measure** the **net impact of its products**, meaning the gap between the benefits they bring and their environmental footprint.

To do this, we have developed a quantification tool based on the **"Empreinte Projet" methodology**, published by ADEME in 2021.



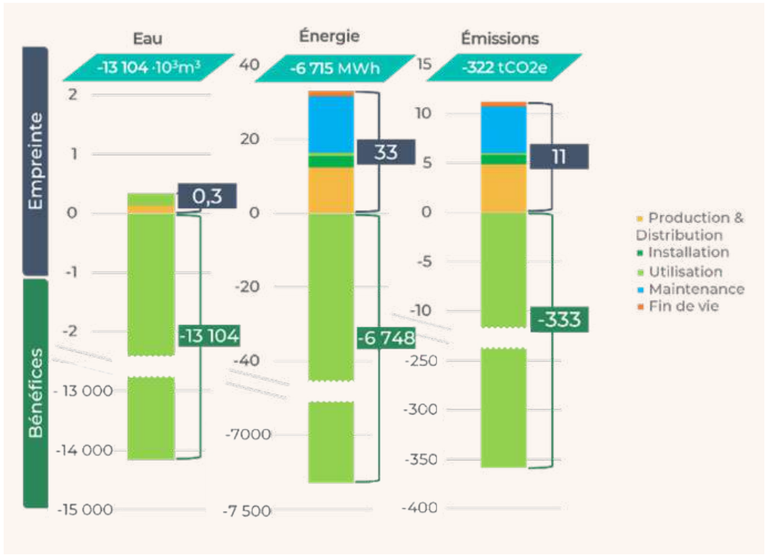
COMMITMENT 1: GROW POSITIVE-IMPACT BUSINESS

zOOm on...

The *environmental benefits* of remote management of drinking water networks

The public company Eau du Bassin Rennais uses LACROIX's Sofrel remote management solutions to detect water leaks more quickly in the Rennes metropolitan area's network, which supplies approximately **15 million m³ of drinking water** per year to nearly **340,000 residents**.

Using a baseline scenario of a poorly segmented network with manual flow meter readings, we precisely measured the water, energy, and greenhouse gas emissions saved thanks to **LACROIX's remote management solutions** taking into account all stages of their lifecycle: manufacturing and distribution, installation, use, maintenance, and end of life.



13,1 M
m³ of water saved

6,7 gWh
electricity saved

Resulting in a -43% net impact over 15 years

This study allowed us to precisely measure the environmental benefits related to leak detection, as well as the significant benefits from saving water treatment chemicals: nearly 5,000 tonnes of CO_2e over 15 years!

Next steps

- Quantify the environmental benefits of our HVAC and Smart Grids businesses.
- Explore less linear economic models, such as the circular economy and the functional economy, with a comprehensive assessment across all our business lines planned for 2025.

COMMITMENT 2: DESIGN ECO-EFFICIENT SOLUTIONS

In 2024, we manufactured approximately 72 million products, which required nearly 11,500 tonnes of raw materials (electronic components, printed circuit boards, metal, plastic, etc.) and around 32 GWh of energy.

the *single score*

Since 2024, we have been calculating the environmental footprint of our products using the Single Score from the PEF (Product Environmental Footprint) method, developed by the European Union.

This score combines the 16 environmental impact indicators measured by life cycle assessment (LCA)—such as climate change, fine particles, water and energy consumption, resource depletion—by normalizing and weighting them.

The resulting score is expressed in millipoints (mPt), with one point representing the average annual environmental footprint of a European citizen.

Example: Single Score of TegisLite

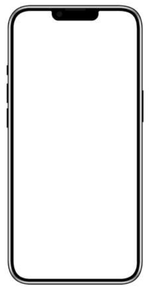
Tegis Lite is a communicative control unit that enables the connected management of Smart Lighting.

TegisLite

11,4 mPt

Smartphone

7 mPt*



* source : NegaOctet

The main *eco-design challenges* of our products:

- Reduction of energy consumption
- Recycled or bio-based materials
- Elimination of hazardous materials
- Lifetime
- Reduction of mass
- Durability

COMMITMENT 2: DESIGN ECO-EFFICIENT SOLUTIONS

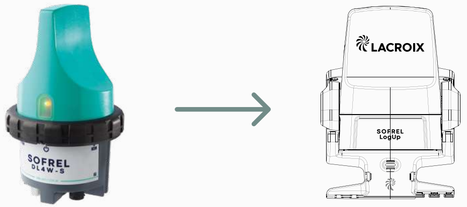
Eco-design is a key challenge for LACROIX, and we are in the process of structuring a systematic and demanding approach, with the goal that **100% of new products will be eco-designed by 2025**, and the ambition to be a **leader in eco-design** in our markets by 2030.

zOOm on...

the *eco-design report*

In 2024, we wrote the first eco-design report of our Environment activity for the new SOFREL LogUp datalogger.

This report is a document of approximately 5 pages, which presents the results of the life cycle assessment (LCA) conducted during the early design phase, the eco-design strategies that were worked on, as well as the results obtained, quantified during the final LCA, and the product's single score.



Next steps

- Provide all new products from our Environment activity with an eco-design report at the time of their release.
- Reveal LACROIX's eco-design ambition and approach by the end of 2025.

COMMITMENT 3: RUN SUSTAINABLE OPERATIONS

While the first two commitments of our positive impact strategy focus on our products, aiming to maximize their impact and minimize their footprint, the third concerns our sites and operations, including procurement.

Our factories are assembly sites.

The main environmental challenges directly linked to our activities are:

- Energy consumption
- Greenhouse gas (GHG) emissions
- Waste, mainly packaging

Our 2°C trajectory

- In 2024, we built our carbon reduction trajectory as part of the ACT Pas à Pas initiative, in partnership with ADEME.
- In March 2025, we submitted our GHG emissions reduction targets to the Science Based Targets initiative, aligned with the Paris Agreement, which aims to limit the global temperature rise to well below 2°C compared to pre-industrial levels.

Every year, we report on our carbon performance to the **CDP** (2024 score = C - Awareness).

our *carbon footprint*

In 2024, LACROIX's carbon footprint amounted to:

2,78M tCO2e

The largest source of GHG emissions (85%) is the energy consumption of our products throughout their entire lifecycle.

our *SBTi* objectives

Scopes 1 & 2

-55%

In absolute terms, by 2033, compared to 2023

Scope 3

-61%

Per € of added value by 2033, compared to 2023

COMMITMENT 3: RUN SUSTAINABLE OPERATIONS

Reducing our other environmental impacts

Our Group has 15 sites, including 10 production sites and more than **80,000m² of buildings**.

In 2024, we consumed **31.6 GWh of energy** and produced **1,798 tonnes of waste**.

Following the environmental assessment (energy, waste, water, etc.) conducted in 2024 across all our production sites, each site is setting specific reduction targets and developing a roadmap to achieve them.

By 2030, we aim to **reduce our waste** from 2.8 to 2 kg per K€ of revenue.

Responsible purchasing

As we've seen, the main environmental and social challenges related to our activities **lie upstream in our value chain,** with our suppliers.

In 2024, we purchased:

2 200 tonnes of printed circuit boards

1 300 tonnes of electronic components

1 200 tonnes of metal

1 000 tonnes of plastic

Two objectives by 2025:

95% of our purchasing volume covered by our code of conduct

75% of our purchasing volume covered by an ESG* evaluation

**Environmental, Social, and Governance*

zOOm on...

the *ESG evaluation* of our suppliers

In 2025, we will ask all our strategic suppliers to complete our evaluation grid.

- 14 questions to assess the ESG maturity of our suppliers
- **Evaluation criteria include:** existence of an ESG strategy, frequency of carbon audits, greenhouse gas (GHG) emissions reduction targets, share of renewable energy, waste recycling rate, eco-design, packaging and logistics, and ESG evaluation of their own suppliers...

Next steps

- Achieve validation of our GHG emissions reduction targets by SBTi (Summer 2025).
- In 2025, build a Climate-Environment roadmap for all our production sites.

COMMITMENT 4: COMMIT TO OUR PEOPLE AND ACT LOCALLY

We are a family-owned company, committed to values of respect, teamwork, openness, commitment, and boldness. This 4th commitment of our positive impact strategy focuses on the women and men who work at LACROIX, as well as our engagement at our sites and in the communities where we operate.
With 4,300 employees across 12 countries and 3 continents as of December 31, 2024, our teams are cosmopolitan and enriched by their diversity.

Gender Diversity in the Management Line

LACROIX has 55% women in its overall workforce, but only 35% among its managers.

LACROIX is committed to better representation of women in technical and leadership roles through an internal program, "Women at LACROIX," supported by participation in various initiatives: Elles Bougent, StOpE, IndustriElles...

Our goal by 2030: **Achieve 40% women among managers**.

Making LACROIX a Great Place to Work

It is essential that LACROIX employees, wherever they are, work in a healthy, supportive, and stimulating environment.

To evaluate and improve the quality of work life across all our sites, we have chosen **Great Place To Work, an internationally recognized label** that covers all HR topics: respect, fairness, compensation, individual development, training, diversity, etc.

To understand the expectations of our employees and their relationship to work and the company, as well as to measure their commitment to our projects, LACROIX conducts the Great Place to Work (GPTW) satisfaction survey every year across all its sites.

In 2024, 84% of employees participated in the Great Place to Work survey, and 53% of our sites earned the label, representing 8 out of 15 sites.

Our goal by 2030: **100% of LACROIX sites labeled GPTW**.

Great Place To Work.®

zOOm on...

Results of the *GPTW 2024 Survey*

Trust Index: 55% (+9 points compared to 2023)

The Trust Index measures employee satisfaction and trust in management practices (60 measurement points spread across 5 dimensions – respect, credibility, fairness, pride, and teamwork).

The safety conditions are met.	81%
Employees are treated fairly regardless of their ethnic origin.	75%
Employees are treated fairly regardless of their gender.	72%
New employees are well welcomed.	69%
Here, you can rely on the help of colleagues and other staff members.	65%

COMMITMENT 4: COMMIT TO OUR PEOPLE AND ACT LOCALLY

Committed Site Approach: Making the Group's Positive Impact Strategy a Reality at Our Sites

LACROIX's positive impact strategy defines the key directions for sustainable development within the Group. To ensure that environmental and social issues are also taken into account on a daily basis at our sites, we launched the Committed Site approach in 2023.

At each site, a team of volunteer employees, supported by HR, QSE, and general purchasing functions, proposes and implements actions to engage the site on key topics.

zOOm on...

Some actions of the *Committed Site* approach.

Electronics, Poland

Self-service bicycles to move between the buildings of the Kwidzyn site

Electronics, France

Installation of solar shade structures in the parking lot of our site in Beaupreau site.

Environment, France

Reasoned mowing of the green spaces at the Vern-sur-Seiche site.

Electronics, Tunisia

Implementation of a daily free shuttle service for employees at our Zriba site

Several sites

Organization of awareness days: Pink October, No Tobacco Day, Climate Mural, etc.

Next steps

- Train the Top 130 and then the entire management line on the challenges of ecological transition.
- Assess the maturity of the Committed site approach across all the Group's sites.

OUR PERFORMANCE

2024 FIGURES AND EXTRA-FINANCIAL PERFORMANCE

RESULTS 2024

	Impact indicators	2023	2024	OBJECTIVES
GROW POSITIVE-IMPACT BUSINESS	Share of impact-driven products in revenue	64%	67%*	80% in 2030
DESIGN ECO-EFFICIENT SOLUTIONS	Share of newly eco-designed LACROIX products	41%	71%	100% in 2025
RUN SUSTAINABLE OPERATIONS	GHG emissions scopes 1 & 2 (KtCO2e)	12,8	11	5,8 in 2033 (-55% vs 2023)
	Scope 3 GHG emissions (tCO2e/K€ added value)	17,7	15,7	6,9 in 2033 (-61% vs 2023)
	Waste generated (kg/K€ of revenue)	2,7	2,8	2 in 2030 (-30% vs 2022)
	Share of purchase volume covered by an ESG assessment	In progress	In progress	75% in 2025
COMMIT TO OUR PEOPLE AND ACT LOCALLY	LACROIX sites certified Great Place to Work	28%	53%	100% in 2030
	Women among managers	26%	35%	40% in 2030

*Accounting for motorized shutters in impact products

RESULTS 2024

We respond every year to the main extra-financial rating agencies,
whose evaluations reflect the improvement of our performance year after year.

70/100

vs 63/100
in 2023

69/100

vs 61/100
in 2023

C

Awareness

CONNECTED TECHNOLOGIES FOR A **SMARTER WORLD**

LACROIX

17, rue Océane
44800 Saint-Herblain - France
Tél : +33 (0)2 72 25 59 59

www.lacroix-group.com

Follow us on social media:

Contact us