

Impact: LACROIX reaches a new level of maturity and making it both its strategic compass and an operational reality

With the publication of its 2025 Impact Report, LACROIX marks a new stage of maturity. Systematised ecodesign, a climate trajectory validated by the SBTi, more demanding responsible procurement, mobilised teams: the Group demonstrates how its positive impact strategy is operationally embedded.

Nantes, 2 June 2026 – LACROIX, an international technology and industrial mid-sized company, publishes today its 2025 Impact Report. Following a structuring 2024, its first CSRD report, the launch of its ecodesign approach and the construction of its low-carbon trajectory, 2025 is characterised by the coming-of-age of its positive impact strategy, combining economic performance, environmental responsibility and social commitment.

LACROIX continues the course set in 2023: making impact a lasting lever of resilience, competitiveness and value creation.

Built around four commitments aligned with the double materiality issues identified within the CSRD reporting framework, this strategy rests on a strong conviction: in a world where resources and energy are becoming scarcer, technologies must demonstrate both their usefulness and their sobriety.

"In 2025, we are taking a new step: several of our commitments are now fully embedded in our processes: technological, industrial and commercial. We are progressively moving from means-based objectives to results-based objectives, with a clear ambition: to make impact a genuine lever of sustainable performance and resilience for the Group.", explained Anne-Charlotte BUTROT, VP Impact & Sustainability at LACROIX

Developing positive-impact activities: a strategy now fully integrated into the business

In 2025, 74% of the Group's revenue is being generated by products considered "impact products", up from 66% in 2023. The target set for 2030 is to reach 80%.

These products cover critical applications in service of the ecological and societal transition: smart water and energy network management, connected public lighting, embedded electronics in electric vehicles, heat pumps, and medical equipment.

To steer this transformation, LACROIX relies in particular on an internal tool, the Impact Score. Based on the European taxonomy, it determines whether a product contributes to the ecological and societal transition.

In addition, LACROIX has developed a tool to quantify the environmental benefits of its own solutions, enabling concrete estimation of the net impact on water, energy and greenhouse gas emissions, as well as the financial savings generated.

Designing eco-efficient solutions: from ecodesign to measurable environmental performance

Ecodesign is a central lever in LACROIX's decarbonisation strategy. With a team of nearly 200 engineers, the Group draws on its expertise in electronic design to reduce the environmental footprint of its products across their entire lifecycle.

Target achieved in 2025: 100% of new LACROIX products are now ecodesigned. This requirement is fully embedded in the Group's development processes and constitutes a non-negotiable internal standard.

LACROIX is now entering a new phase of maturity with a results-based objective: by 2030, 100% of new products must achieve a grade of A or B according to the Group's internal ecodesign performance scoring system.

This grid evaluates around twenty criteria covering the entire product lifecycle: energy consumption, robustness, service life, weight reduction, recycled materials, and the limitation of hazardous substances.

A concrete illustration: the Tegis Lite solution for smart public lighting achieves an overall reduction in environmental impact of nearly one third compared to the previous generation.

Operating sustainably and resiliently: a climate trajectory now validated

In June 2025, LACROIX's low-carbon trajectory was validated by the Science Based Targets initiative (SBTi), confirming the alignment of the Group's climate objectives with the Paris Agreement.

LACROIX has committed to reducing:

- Its Scope 1 and 2 emissions by **55% in absolute terms** by 2033;
- The **carbon intensity of its added value on Scope 3 by 61%** by 2033, relative to 2023.

Between 2023 and 2025, Scope 1 and 2 emissions in absolute terms fell by 21%, and Scope 3 carbon intensity based on value added decreased by 27%.

This trajectory is reflected, among other things, in the rollout of environmental roadmaps across all Group sites, with quantified targets covering energy, waste and water consumption.

Furthermore, the second largest source of GHG emissions at LACROIX is linked to its supply chain. For the first time in 2025, 75% of the Group's purchasing volume was subject to an initial CSR assessment. From 2026 onwards, LACROIX will implement a "Sustainable Supplier Index" rating scale to ensure that its suppliers meet a minimum level and to track their progress over time.

Engaging teams and territories: bringing the impact strategy to life every day

As a family-owned company driven by strong values — boldness, openness, respect, commitment and team spirit — LACROIX regards its employees as the heart of the company's transformation and, as such, the primary drivers of its positive impact strategy.

In 2025:

- **47%** of the Group's sites are Great Place To Work certified;
- Women represent **33%** of management positions, with a target of 40% by 2030.

The Group is also continuing to roll out its "Committed Site" initiative, designed to concretely embed the positive impact strategy into the day-to-day life of each location. This initiative now mobilises all LACROIX sites, more than 50 CSR ambassadors and local committees responsible for steering their action plans.

In parallel, in 2025 the Group accelerated awareness-raising among its management line on climate issues and the ecological transition.

"For two years, we have made a clear choice: to place impact at the heart of our businesses and engage our teams as ambassadors for technology that is both useful and ecodesigned. This is a deep conviction, carried every day, which enables us to build sustainable and profitable growth, in line with our values. It is also a long-term investment: it orients us towards activities that we know will remain essential and among the most foreseeable — water, energy and the electronic equipment that supports the transformation and protection of our societies." — Vincent BEDOUIN, CEO of LACROIX

Extra-financial ratings on the rise

Assessments by the main extra-financial rating agencies confirm the continuous improvement of the Group's CSR performance and validate the credibility of its approach with independent third parties:

- **Gaïa Rating:** 78/100 (vs. 67/100 in 2024)
- **EcoVadis:** 70/100 — Bronze, Top 35% (vs. 69/100 in 2024)
- **CDP:** Level B – Management (vs. C – Awareness in 2024)

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About LACROIX

LACROIX is a French mid-cap technology and industrial group with an international footprint, specializing in the design and manufacture of electronic equipment, as well as the delivery of reliable and secure industrial IoT solutions. A family-owned, publicly listed company, LACROIX generated €445 million in revenue in 2025. The Group builds on recognized expertise and structures its development around two core business activities: Electronics and Environment. Through its Electronics activity, LACROIX supports its customers from design to the manufacturing of embedded electronics for their solutions. Leveraging a network of geographically complementary and competitive manufacturing sites, the Group serves a wide range of sectors, including automotive, industry, connected homes and buildings (HBAS), aerospace and defense, and healthcare. As the industrial backbone of the Group, the Electronics activity ranks among the Top 50 electronic manufacturing services providers worldwide and the Top 10 in Europe.

Through its Environment activity, LACROIX supports public and private stakeholders in optimizing and securing the management of critical infrastructure networks by offering connected and secure solutions and services dedicated to water networks, heating, ventilation and air conditioning (HVAC) systems, energy networks (Smart Grids), and public lighting. LACROIX pursues a strategy of sustainable long-term growth. The Group focuses its activities on the development of useful and eco-designed technologies aimed at addressing major societal challenges, as part of a resilience-driven approach with a positive impact.