

Quality and Environmental Policy

In 2024, Lacroix and its employees will once again be committed to further fulfill relevant stakeholder's needs:

- Customer's satisfaction: not only in our daily execution but as well in the execution of our development projects
- Employee's development and wellness through the "Great Place To Work" program
- Economical and social partners through an ambitious Corporate Social Responsibility approach
- Shareholders by meeting our financial commitments

The journey towards operational excellence and environmental protection, including pollution prevention continues, supported by our strategic plan Leadership 2025.

The 2024 guidelines, are structured around seven main pillars:

1. Competitiveness and Industrial Performance: continuously improve through the deployment of Lacroix Production System and quality performance focus
2. Human Capital: train and develop our people, enhance working conditions
3. Financial Performance: keep a tight control on our cost to free-up the cash needed to support business growth
4. Review and Improve our management tools and routines: CRM, SRM
5. Protect our critical information through a certified process (TISAX and ISO27001)
6. Business strategy: grow our business in selected segments supported by a structured marketing approach
7. Project execution improvement by developing standard, reinforcing financial follow-up

The environmental objectives are fully aligned with the four Lacroix Group commitments:

1. Grow positive-impact business: focus on positive impact solutions and create sustainable business models
2. Design eco-efficient technology: eco-design our products and develop plain digital solutions
3. Run sustainable operations: reduce our greenhouse gas emissions and limit other environmental impacts. Improve practices in our supply chain
4. Commit to our people and regional presence: Care and share; empower our people; promote diversity and equity; commit to our regional presence

This perspective of total environmental and quality management is the responsibility and commitment of all employees.