



Public Stance on Incarceration and Commitment to Responsible Engagement

L-Acoustics is committed to conducting its operations in full alignment with its corporate values, including respect for human dignity, social inclusion, and human rights, as defined in its core CSR principles and ethical standards.

In alignment with B Lab expectations for responsible corporate citizenship, L-Acoustics formally adopts this public stance:

1. Adoption of a Public Stance

The Executive Management formally adopts and approves this public position stating that L-Acoustics:

- Recognizes the role of the justice system in safeguarding public safety, while opposing systemic mass incarceration and policies that drive unjustified increases in imprisonment rates,
- Opposes any practices contributing to the stigmatization, marginalization, or exclusion of incarcerated or formerly incarcerated individuals,
- Supports systems and approaches prioritizing rehabilitation, reintegration, and respect for human rights.

2. Commitment to Ethical Conduct

The Executive Management confirms that L-Acoustics shall continue to ensure that all its activities:

- Only utilize prison-based labor if it is performed on a strictly voluntary basis, where incarcerated individuals are fully informed of their employment conditions and retain the right to withdraw without penalty,
- Comply with ethical standards equivalent to those applicable outside prison environments,
- Do not contribute to coercive, punitive, or surveillance-related practices within prison systems.

L-Acoustics Group S.A.S.

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S.A.S. au capital de 5.979.100 € • 502 561 384 RCS EVRY • TVA : FR69 502 561 384

3. Commitment to Collective Action and Stakeholder Engagement

L-Acoustics is actively committed to:

- Engaging with public authorities, NGOs, academic institutions, and peer companies,
- Contributing to initiatives aimed at improving reintegration, employability, working conditions in prison, and the societal perception of incarcerated individuals.

4. Governance and Accountability

The Executive Management mandates that:

- The CSR and Human Resources functions oversee implementation and monitoring,
- The CSR and Human Resources functions ensure strategic oversight and periodic review,
- Progress and actions are documented and reported internally and externally as appropriate.

5. Public Disclosure

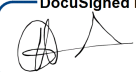
This stance and its related commitments shall be:

- Publicly disclosed on L-Acoustics' website and CSR communications,
- Updated periodically to reflect evolving best practices and stakeholder expectations.

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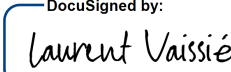
Through the adoption of this stance, L-Acoustics reaffirms its dedication to upholding human dignity and promoting social equity. We believe that responsible corporate citizenship requires active mindfulness of our societal impact, and we stand committed to ensuring our business practices consistently reflect these core values.

Date: June, 5, 2026

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Hervé Guillaume
CEO L-Acoustics Group

Approved by:

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Laurent Vaissie
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