

 **L-ACOUSTICS**

The background of the entire page is a vibrant photograph of a large-scale concert or festival. In the foreground, two men are seen from behind, standing on a stage and raising their arms in celebration. They are positioned in front of a DJ booth equipped with Pioneer turntables and mixers. Large L-Acoustics speaker stacks are visible on either side of the stage. The stage is bathed in a mix of purple, blue, and white light, with numerous bright spotlights creating a hazy, atmospheric effect. In the background, a massive crowd of people is visible, their hands raised in the air, mirroring the energy of the performers. The overall scene conveys a sense of high energy, music, and large-scale event production.

2025 Impact Report

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Introducing L-Acoustics

For more than four decades, L-Acoustics has helped shape the future of sound through innovation, expertise, and a passion for shared experiences. As we continue to grow globally, we are strengthening our commitment to creating long-term value by integrating environmental, social, and governance considerations into the way we design, manufacture, and deliver our solutions.



L-Acoustics meets B Lab's integrated social, environmental, and governance standards.

Shaping the future of sound



How is sustainability shaping the future of L-Acoustics?

H. G. For me, corporate responsibility is inseparable from the company's mission. At L-Acoustics, we have always aimed to grow in a way that is respectful of both people and the environment: success is not only measured through business performance, but through the positive contribution we make to employees, communities, and the industry. This ambition is reflected in the way we care for people (employees, partners and communities) as well as our commitment to our long-term overall footprint. **Sustainability is not just a slogan: it shapes how we grow and guides every decision we make.**

Of course, challenges remain. One of the most important is how to structure and formalize our sustainability approach without losing what makes it meaningful in the first place. L-Acoustics' DNA lies precisely in this instinctive social and environmental awareness. **Committing to impact is much more than ticking boxes, it is about remaining authentic in the long term, and translating commitments into concrete action.** That is what gives meaning to our mission of growing the company responsibly and acting as a positive force for change.

F. C. L-Acoustics' approach has developed naturally over many years. Today, making sustainability an explicit part of the company's strategy is the natural next step: it is **essential to L-Acoustics' long-term resilience**, and in line with the expectations of our employees, clients, and society at large.

My role as Sustainability Director is to give these values structure and amplify them. Concretely, this means **defining clear priorities** (for example, reducing our environmental footprint or strengthening employee engagement) **and translating them into measurable actions.** The challenge is to bring everyone on board. Sustainability will only succeed if it reaches every level of the company. Leadership has to set the direction, and together, our teams bring it to life every day. This is how sustainability becomes a source of shared purpose. It grounds our decisions in the long term, builds internal cohesion, and creates value across our entire ecosystem.

How are you embedding sustainability across the company?

F. C. The first encouraging sign is that **engagement is growing across the company and there is a genuine willingness among employees to get involved.** We have mapped and highlighted the many initiatives already underway in the company, and communicating internally about these efforts has helped inspire people and create momentum. We favor a **concrete, collaborative approach, with representatives in every department** who anchor the strategy in day-to-day operations. This collective work lets us define a sustainability roadmap everyone can understand and gradually integrate into our processes. We are also setting up rigorous ways of tracking our progress. Social and environmental objectives are now part of the group's strategic priorities. **Strong support from top management has brought sustainability onto the Executive Committee agenda**, showing that sustainability is now a company-wide priority.

L. V. We needed a "pilot in the cockpit" to consolidate our approach. Creating this role helped us set an initial course. Many actions already existed across the company, but lacked overall coherence. Aligning our practices with the United Nations Sustainable Development Goals helped bring structure to these initiatives. Going forward, we are **focusing on areas where we can have a real and measurable impact.** We believe this approach will help us maximize our contribution without spreading our efforts too thin. The idea is to use our resources wisely by prioritizing the projects that matter most to ensure our efforts translate into concrete results.

Together with Françoise, we ensure **sustainability commitments remain at the core of our strategy and shape our decisions.** In practice, that means integrating sustainability indicators into our operational objectives and communicating transparently about our progress. Beyond the positive impact on society, I am convinced this **rigor and transparency** will strengthen our partners' trust while meeting our clients' growing expectations.

What is your long-term vision for sustainability at L-Acoustics?

H. G. We are still in the early stages of this journey and we must stay humble. But I am convinced we can pick up the pace and grow in maturity. My ambition is that, over time, corporate responsibility becomes so deeply embedded in our culture that we no longer even need to name it. I imagine a future where responsible commitment guides our daily decisions, as something that comes naturally to everyone. L-Acoustics **has always been a pioneer in technological innovation; I would like us to become a benchmark for sustainability too.** Our company may remain modest in size, but it can create momentum and inspire others in our industry. By staying true to our human-centered values and long-term vision, **I am convinced our industrial success will go hand in hand with social and environmental progress** we can be proud of.

F. C. I fully share this vision. My role is to help the company drive this deep transformation, so that one day we no longer need a dedicated sustainability team. I will know my mission has succeeded when corporate responsibility becomes a reflex for everyone - from top management to operations - and when business and impact strategies become one and the same. The coming years will be decisive: **we will set increasingly ambitious goals, whether reducing our environmental footprint, innovating in eco-design, or mobilizing our employees and partners around projects that matter.** We will also need to communicate this progress more clearly externally. Expectations from clients and partners are growing, and this is a chance to bring together a wider ecosystem around L-Acoustics.

L. V. For me, the future of L-Acoustics is firmly tied to sustainability. My ambition is that, within a few years, L-Acoustics will be as recognized for positive change as for the quality of its acoustic innovation. We are fortunate to be leaders in our field, and it is up to us to use that position to lead by example and promote best practices. In practice, we must keep measuring and reducing our impact (carbon, resources, etc.), while also innovating in how we create value by combining audio performance with environmental responsibility. **I am convinced that if we stay consistent and demanding, we can move from "beginners" to "ambassadors," and hopefully become pioneers within our industry.** It is a demanding challenge, but it is our responsibility as a company - **and a source of pride for all of us to be part of this journey.**

Delivering the best shared sound experiences

We are industry leaders in the design, manufacturing, and distribution of premium sound reinforcement technologies. We have been shaping the future of sound since 1984, delivering premium audio experiences through trailblazing innovation. From the world's largest music festivals to 13,000+ premium venues worldwide, our solutions power the most demanding live events.

From physics to industry transformation

Founded by dr. Christian Heil, a particle physicist passionate about translating scientific precision into real-world listening experiences, L-Acoustics was born from the ambition to redefine how sound could be engineered, experienced, and shared.

In 1992 V-DOSC, **the world's first full-band coherent line array**, was introduced. By 1994, this technology had ignited a global revolution, enabling audiences from the front to the back of a venue to enjoy the same sonic experience for the first time. It transformed the live event industry by proving that sound solutions could be smaller, lighter, and more powerful without compromising fidelity.

Defining industry standards

Over the years, we have built the technological foundations of modern professional audio:

- **Modeling and prediction:** with Soundvision, the first 3D sound system design software, enabling precise acoustic simulation in any environment
- **Integrated systems:** with standardized amplification and control platforms, simplifying deployment and ensuring system coherence
- **Networked audio:** through early adoption of advanced protocols, enabling scalable and interconnected audio infrastructures
- **Knowledge transmission:** through a global education program, expanding expertise across the industry

Revolutionizing the sound experience

In 2016, we introduced L-ISA Immersive Hyperreal Sound, a revolutionary object-based technology designed to connect the audience directly with the performers. This shift from traditional stereo to **spatial audio** has since expanded into every facet of the listening experience. We have moved from sound reinforcement to **engineered acoustic environments** where sound can be precisely modeled, controlled, and spatialized. Our technologies deliver consistent, immersive experiences while optimizing system efficiency and deployment.

A global vision for sound and society

Today, L-Acoustics operates globally with regional headquarters in **Paris, London, Los Angeles, Singapore, and Nashville**. Our team of over 1,100 professionals is dedicated to the original 1984 mission: **delivering the best shared sound experiences through technical precision**. Our organization is designed to foster continuous collaboration between R&D and industry partners, ensuring that our innovations are **shaped by real-world needs across global entertainment and architectural applications**.



Our objectives

We Lead:

We are #1 in premium shared sound experiences

We Create:

We all foster innovation for the best customer experience

We Connect:

We build a community of choice to put sound forward

Key figures

80

countries served by our
Certified Partners operating
with L-Acoustics equipment.

78,000+

loudspeakers produced
per year

20%

of the workforce is dedicated
to Design and R&D

10,000+

L-Acoustics referenced
Venues

29,000+

Electronics produced
per year

14,000+

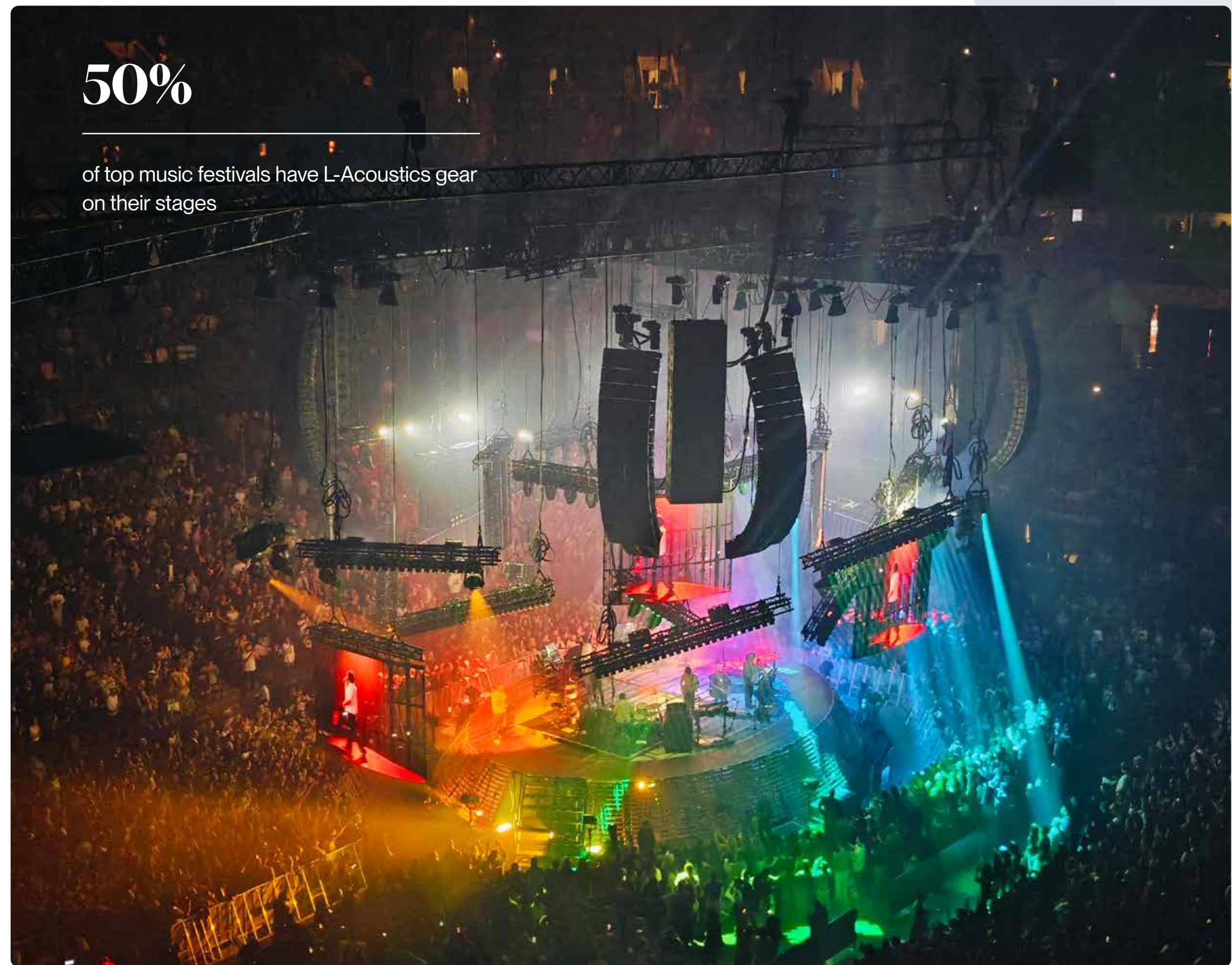
Training certificates delivered
to our partners

1,000+

team members

50%

of top music festivals have L-Acoustics gear
on their stages



Our sustainability approach

We operate in a **world facing major challenges** such as climate change, resource depletion, rising inequalities, limited access to education, and noise-related health issues. As leaders in the sound industry, we recognize our role in shaping how **technology, culture, and experience** evolve, and in contributing to a **more sustainable and inclusive future for our industry and beyond**.

Focusing on what we can change

There are many challenges on which we can have an impact: contributing to reduce greenhouse gas (GHG) emissions, as limiting noise pollution, which is recognized by the World Health Organization as a major health issue; and addressing inequalities in education and technology, with women representing only 28,2% of Science, Technology, Engineering, and Mathematics (STEM) professionals according to the World Economic Forum.

Building our approach over time

We started our sustainability journey more than 40 years ago. From the beginning, our approach to sound has been driven by **convictions and the ambition to continuously push the boundaries of shared listening experiences**. Over time, this mindset naturally extended beyond technology itself. Early work on eco-design, repairability, resource optimization, education, and sound safety progressively shaped a broader understanding of our responsibility toward people, communities, and the environments in which sound is experienced.

What began as individual initiatives carried by teams across the company has progressively evolved into a more structured approach :

2024 | Building the foundations

Last year, the priority was to structure our sustainability approach, launch initial pilot initiatives, and open the company to new external perspectives and ways of thinking, laying the foundations for a more sustainable approach to live events.

2025–2026 | Demonstrating our impact

We are now turning commitments into measurable actions, working alongside our divisions to connect sustainability objectives with operational realities and long-term priorities. Successful pilot initiatives are progressively being scaled across the organization.

2027 | Leading and influencing

Our ambition is to become a sustainability pioneer within the professional audio industry. By promoting best practices and collective initiatives, as well as contributing to broader conversations around environmental responsibility and inclusion, we are collectively defining responsible industry standards.

From principles to strategy

Our sustainability and business strategies are fully aligned and follow the **same principles, serve the same ambition, and are embedded in the way we design, develop, and deliver our solutions**. Structured around three 5-year priority pillars and aligned with the United Nations Sustainable Development Goals, our Sustainability strategy provides a long-term framework to guide our actions and focus our impact.



Our sustainability strategic framework

Preserving and Protecting our Planet	Inspiring our People and Communities	Promoting Sound in Society
We are contributing to build a sustainable future	We promote education, well-being and equal opportunities for all	We advocate for sound as a source of art, wellness and emotions
▪ Preventing waste ▪ Managing our CO₂ emissions ▪ Sourcing responsibly ▪ Limiting noise pollution ▪ Going circular ▪ Optimizing energy consumption ▪ Limiting noise pollution	▪ Ensuring health and well-being ▪ Making education a priority ▪ Valuing each individual ▪ Empowering our people to be responsible citizens	▪ Enabling sound art creation ▪ Revealing the benefits of sound ▪ Advancing sound science and research for health ▪ Promoting safe listening

B Corp™ Certification

L-Acoustics engaged in 2025 a B Corp™ certification process to formalize and strengthen its social, societal, and environmental impact across its entire value chain. This structured approach is part of a **continuous improvement dynamic, based on transparency and the integration of impact into governance and the business model**.

Since 2026, L-Acoustics meets B Lab's integrated social, environmental, and governance standards. This embeds our purpose and plans for positive impact in our company DNA, so that we're aware of our impact on people and the planet.



Turning commitment into collective action

As our Sustainability approach matures, governance plays a key role in turning commitments into action. We are progressively defining responsibilities, mobilizing teams, and embedding sustainability into the way decisions are made, projects are developed, and performance is managed.

We created the Sustainability function at the end of 2023 under the leadership of our CEO. Since then, **the Director has been part of the Executive Committee** alongside the company's core functions. The team has since grown and now includes two full-time resources.

In early 2025, we also launched a **global community of Champions** to embed sustainability in day-to-day operations across the organization. Bringing together 20 people from different geographies, divisions, teams, and sites, **the program reflects our belief that responsibility is built collectively**. A structured one-year journey supports this community, combining monthly meetings, dedicated training sessions (such as the Climate Fresk), collaborative workshops, moments of collective inspiration and team-building. The role of Champions was also communicated directly to managers and each Champion contributes four days per year to the initiative.

To support this transformation, **sustainability is progressively being integrated into employee career paths through dedicated awareness and onboarding programs**. A **e-learning module** has been integrated into the onboarding process for all new hires. It has also been deployed through on-site sessions for non-connected industrial teams in Germany and France. At the end of the program, employees are invited to **sign a Charter, fostering a shared culture of responsibility across the organization**.

We have also formally amended our **Articles of Association (legal statutes) to embed our sustainability commitments with the ambition to use business as a force for good**. This includes creating a positive impact on society and the environment while considering the interests of all stakeholders in our decision-making.

Building sustainability capabilities

A **new training program** developed with UNITAR (United Nations Institute for Training and Research) will help employees better **understand sustainable sourcing, eco-design and innovation as well as circularity and sustainable lifecycle of products**. In parallel, an internal training program is being designed to support commercial teams in addressing sustainability criteria **in tenders and requests for proposals**.

100%

of new hires are now required to acknowledge and sign the Sustainability Charter.

Creating shared climate awareness

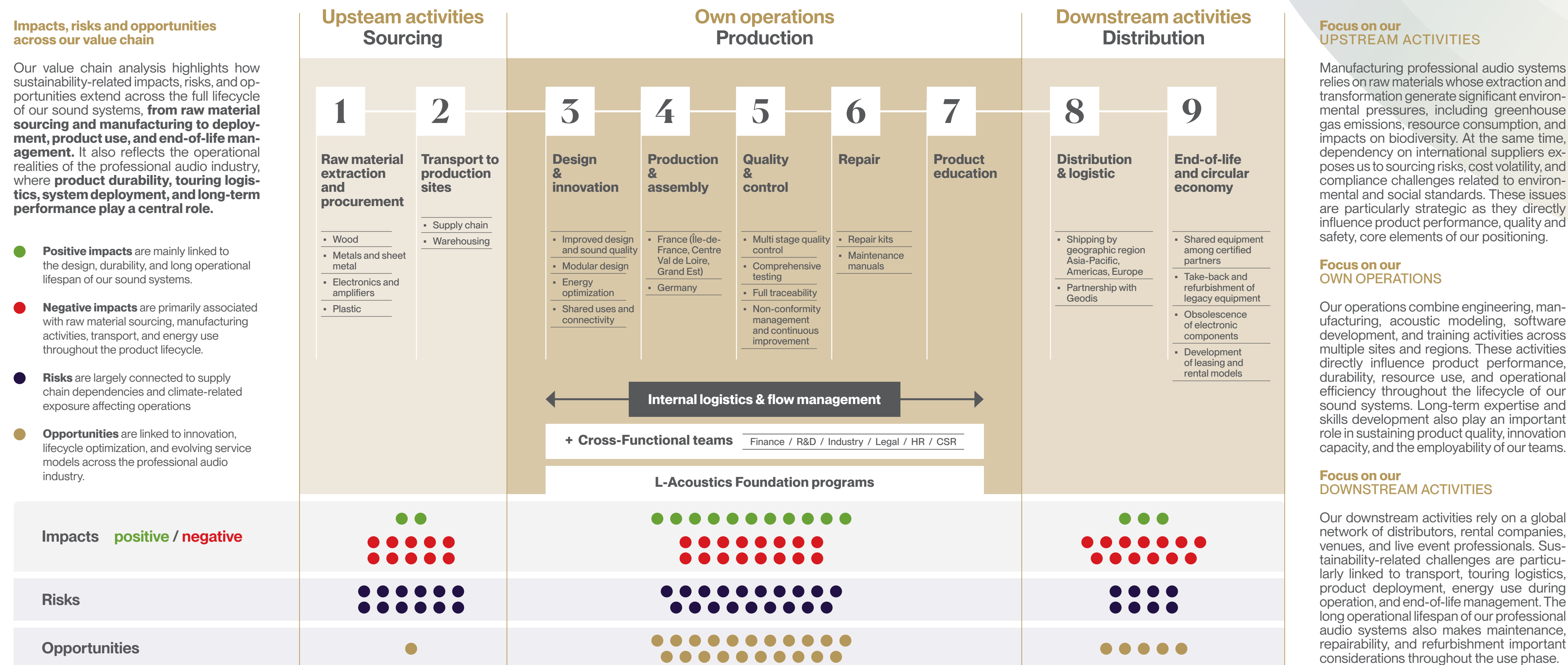
We already trained 83 employees in different sites in France as well as Singapore and 3 Champions have been certified as Climate Fresk facilitators. More are planned **worldwide in 2026**.



Our value chain

In line with European Sustainability Reporting Standards (ESRS) requirements, we analyzed our value chain to better understand how sustainability-related Impacts, Risks, and Opportunities (IROs) extend beyond our direct operations. This approach covers **both upstream and downstream activities** across our business relationships and helps identify **the main sustainability challenges connected to our products, operations, and industry.**

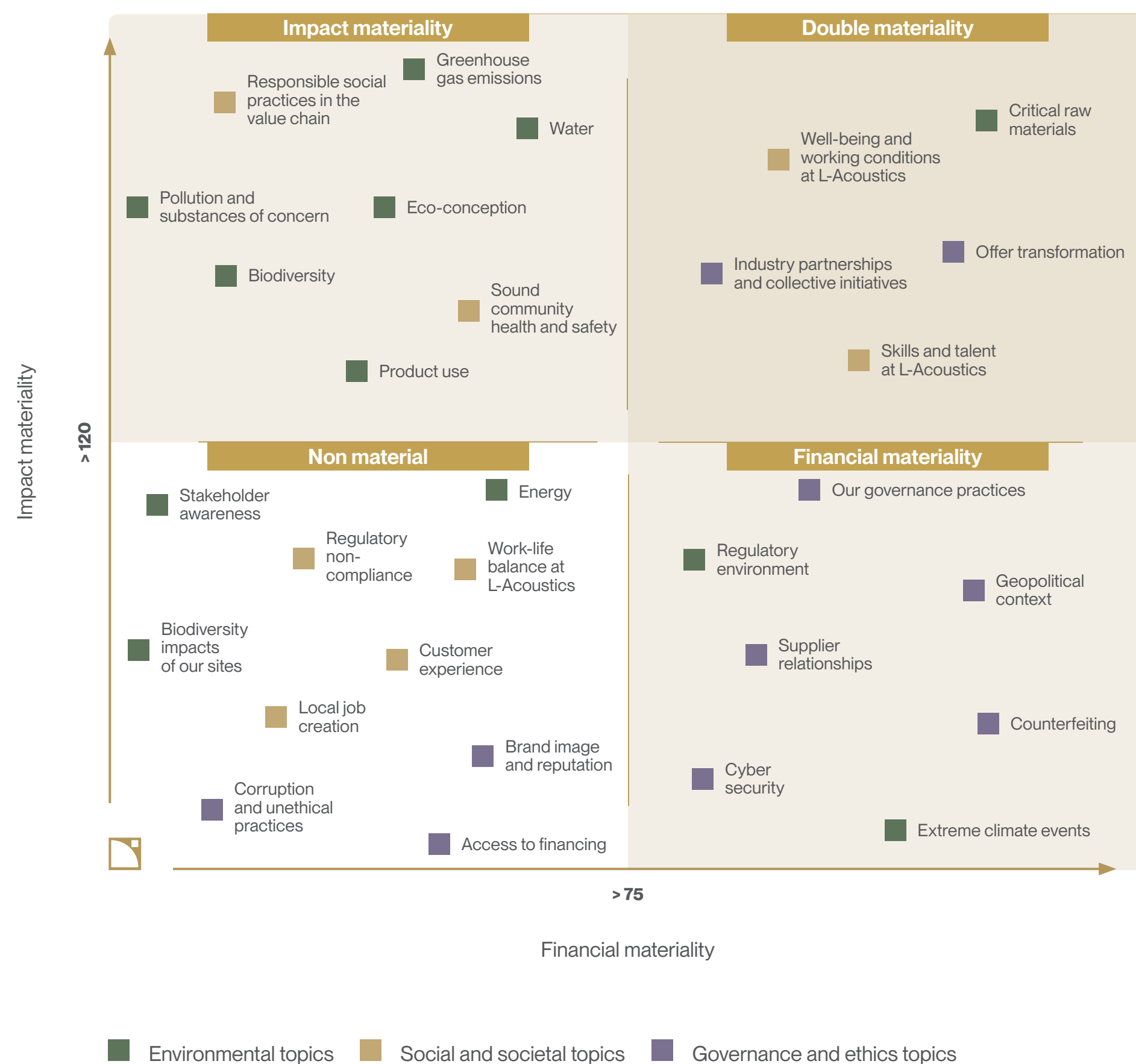
Mapping ESG risks, opportunities and impacts across the value chain



Double materiality analysis

L-Acoustics falls within the scope of the European Corporate Sustainability Reporting Directive (CSRD), with a first reporting publication expected in 2027 for the 2026 fiscal year. In anticipation of these requirements, we launched a structured double materiality assessment in 2025.

Double materiality matrix



Building a structured materiality approach

Our approach was aligned with the European Sustainability Reporting Standards (ESRS) and guided by a steering committee sponsored by Executive Management and bringing together representatives from across the organization. Internal experts from functions including R&D, Finance, Human Resources, Procurement, and Legal contributed to the identification, assessment, and prioritization of sustainability-related Impacts, Risks, and Opportunities (IROs).

The process was structured around three complementary phases:

- **Launch and assessment phase:** document reviews, sector benchmarking, and preliminary interviews
- **Identification and formalization of sustainability issues:** value chain mapping and dedicated workshops to identify Impacts, Risks, and Opportunities.
- **Assessment and prioritization phase:** The scoring phase relied on four workshop-based panels: two internal panels bringing together business experts, and two external panels involving key stakeholders, namely a supplier partner and a long-standing customer.

Assessment criteria

A total of **104 Impacts, Risks, and Opportunities** were identified and assessed. Scores were assigned through a predefined scoring methodology. Each criterion was associated with a weighted point scale, enabling a consistent evaluation. For impact materiality, the average score reached 119, leading to a threshold set at 120 and the identification of 28 material impacts. For financial materiality, the average score reached 74, resulting in the identification of 23 material risks and opportunities. In total, 21 of the 33 identified sustainability topics were considered material. Beyond regulatory compliance, this exercise provides a **stronger understanding of where our most significant sustainability challenges and opportunities lie**. It also establishes a solid foundation to structure our ESG roadmap, prioritize actions, and support long-term decision-making across the organization.

Impact materiality

The assessment highlighted that the most significant impacts are closely linked to the lifecycle of professional audio systems and

the operational realities of the live entertainment industry. Topics such as greenhouse gas emissions, resource use, biodiversity, waste management, and sound exposure emerged as **particularly material due to their scale, duration, and connection to core business activities**. The analysis also reinforced the importance of product durability, reparability, eco-design, and responsible deployment practices in reducing environmental and social impacts over time. Beyond environmental considerations, topics related to health, safety, skills development, and working conditions across the value chain were also identified as important dimensions of our impact profile.

Financial materiality

The assessment also highlighted the growing financial implications associated with environmental, operational, and regulatory changes affecting the professional audio industry. **Climate-related events, evolving regulations, supply chain dependencies, cybersecurity, and access to strategic raw materials all emerged as significant considerations for business continuity and long-term resilience**. At the same time, the analysis confirmed that **changing market expectations around product durability, lifecycle management, and responsible business practices are creating new opportunities** for innovation, service models, and long-term value creation.

Double materiality

Some topics emerged as material from both an impact and a financial perspective, reflecting their strategic importance for the long-term evolution of the company. These include critical **raw materials management, eco-design, product durability, talent development, health and safety, and engagement in collective industry initiatives**. These topics sit at the intersection of operational performance, sustainability expectations, and long-term business resilience, reinforcing the need to integrate sustainability considerations into decision-making across the organization.

Non-material

While all non-material topics identified through the analysis remain relevant, they are not currently considered strategic priorities. This may be because they are already well managed, are not central to stakeholder expectations, or have a limited impact. Nevertheless, **they will continue to be monitored over time as part of our on-going assessment process**.

Sustainability achievements

Preserving and caring for our planet.



0.18%

loudspeakers repaired under warranty

9/10

average loudspeaker repairability score

75,000

trees planted in Europe and Africa*

Inspiring our employees and communities

82

client Net Promoter Score

50

diversity scholars beneficiaries (+30% vs 2024)

70

employee Net Promoter Score

+27%

training sessions (1500)

20K

users on the education platform

+14,000

certificates delivered to professionals

Promoting Sound in Society

€377k

in charitable donations

+40

inspiring journeys have been featured in our Women in Pro Audio series***

22

Audio Developer Conference scholarships funded for underrepresented talents

*2023

** Source: PRO AV Repair Index

*** Since 2021

Embedding sustainability into product strategy

As sound systems evolve in scale and complexity, so does the responsibility to design them differently. Sustaining performance over time also means considering the environments in which systems operate and the people who use them. This requires reshaping how products are designed, manufactured, deployed, maintained, and used throughout their lifecycle.

9/10

Average repairability index of our loudspeaker range

Sustainability by design

Since our first eco-design initiatives in the early 1990s, we have continuously explored new ways to reduce environmental impact through responsible manufacturing, recycling initiatives, and product innovation. Over time, this approach has progressively shaped how we design, manufacture, maintain, and extend the lifespan of our sound systems.

Integrating responsibility into our technologies

Sustainability and performance are closely connected. Reducing weight, optimizing materials used, improving directivity control, or lowering energy consumption also contribute to more efficient deployment, transport, and operation of sound systems. This convergence allows us to improve environmental performance while maintaining the level of quality, reliability, and sonic excellence expected from our products.

For our R&D teams, sustainability is a driver for new ideas. It encourages our teams to rethink not only materials and energy performance, but also product architecture, logistics efficiency, maintenance, and long-term system evolution. Working closely with industry partners helps improve production methods and foster more responsible practices across the value chain.

Designing more efficient systems

Continuously reducing the environmental impact of new product lines, the L Series is a strong example of this approach. It uses 30% less wood and 60% less steel while requiring 30% less space. It also weighs 25% less than comparable systems. Another example is the new amplified controllers LA1.16i which include smart power-saving features. Their advanced power management technologies automatically switch to standby mode when no audio signal is present, reducing energy consumption by over 80% during idle periods.

Assessing product lifecycles

We conducted multi-criteria **Life Cycle Assessments (LCAs)** aligned with ADEME methodology standards to better understand the environmental footprint of our products throughout their lifecycle. Covering every stage, from raw material extraction and manufacturing to transport, use, and end-of-life, these analyses identify where the most significant impacts occur and where action can be most effective, guiding design and sourcing decisions (see box below for more details).

Promoting product repairability

One of the most tangible ways we integrate sustainability into our technologies is through repairability and product longevity. Introduced in 1994, the V-DOSC system is still used on major tours today. Designed for durability and long-term serviceability, our systems are built to remain operational for decades, reducing resource consumption and limiting premature equipment replacement.

This long-term approach also extends beyond our own products. Through our involvement with the Music Sustainability Alliance, we contribute to advancing more responsible practices across the live entertainment industry and support the development of shared standards and tools. In this context, we took part in the co-definition of the ProAV Repair Index, a sector initiative designed to assess and improve the repairability of professional audio systems. Initially focused on loudspeakers, it is now expanding to electronic products for more circular practices across the industry.

The eco-designed L Series reduces truck space requirements and therefore the footprint of products have on the road:

30% Volume **25%** Weight

“Sustainability in product design is not only about reducing impact, but also about creating long-term value.”

Germain **Simon** — Product Management Director

Advancing Circular Practices in Professional Audio

We distributed over 34,000 repair kits to our customers in 2025 alone and provided training to our global network of certified partners, equipping them with the technical knowledge and preventive maintenance expertise needed to maximize system longevity. This approach also supports a broader transition toward circular business models in professional audio, where maintenance, refurbishment, repairability, and second-life solutions become increasingly important.

Product Lifecycle Assessment Insights

Three emblematic loudspeaker models L2, K1, K2 and Kara were assessed through detailed multi-criteria LCAs. The analysis showed that raw material production represents the largest share of carbon impacts, particularly due to steel and plastic manufacturing processes. Depending on the product range, L-Acoustics already integrates recycled materials, including up to 33,8% of recycled material in our products including 8,46% of recycled aluminium, 24,92% of recycled steel and 15,7% of recycled plastic.

Materials and circular sourcing

Raw materials are the main contributor to our climate impact (see page 13). Integrating recycled and recyclable materials whenever compatible with performance and durability requirements is therefore a key focus. We also pay particular attention to the substances and critical metals used, especially neodymium, which is essential to the acoustic performance of our transducers. Wood, which represents between 58% and 67% of the product also plays a central role in our products, and we ensure it comes from 100% PEFC-certified suppliers, as well as supporting sustainable forest management and replanting initiatives.

Reducing dependency on critical raw materials

With a focus on strengthening supply resilience and responsible sourcing, we support recycling and relocation initiatives for rare earth materials. We invested in the France-based company MagREEsources and secured an exclusive partnership for the professional audio industry around **recycled rare earth magnets produced in Europe**. As part of this collaboration, L-Acoustics **magnets from defective loudspeakers are systematically recovered and recycled**. MagREEsources has developed a proprietary “magnet-to-magnet” recycling technology capable of recovering nearly 100% of neodymium magnets from multiple sources, including loudspeakers, electric vehicle engines, and wind turbine generators, and transforming them into high-performance magnets made entirely from recycled material. Magnets produced through this process generate 91% less CO₂ emissions than conventionally manufactured magnets and require 86% less water, saving approximately 1187 liters of water per kilogram of magnet produced.

Beyond reducing environmental and geopolitical dependencies linked to rare earth materials, this partnership also opens new opportunities for circular practices within the professional audio industry. Potential initiatives include end-of-life magnet collection and the progressive integration of recycled magnetic materials into future product designs.

We use up to 33.8% recycled materials in our loudspeakers:

8,46%

of recycled aluminium

15,7%

of recycled plastic

24,92%

of recycled steel

Strengthening local and european supply chains

Most of our products are designed, manufactured, assembled, and sourced within Europe. This close industrial network allows our engineering, production, and supplier teams to work in direct coordination throughout the development and manufacturing process.

Today, 95% of our suppliers, including component suppliers, are based in Europe. Loudspeaker components and printed circuit boards manufactured in Europe. Birch plywood is sourced from Nordic countries. Our R&D activities are located in France, the United Kingdom, and Germany. Loudspeaker assembly, woodworking, and precision sheet metal manufacturing are carried out in France, while electronic assembly is performed in Germany.

By maintaining production and sourcing activities within the same regional ecosystem, we also streamline industrial flows, limit transport between sites, reduce stocks and preserve close collaboration across the value chain.

A new circular economy model

Developed with GearSupply, our Certified Pre-Owned (CPO) program extends the life of touring systems through refurbishment. Initially launched for K1 loudspeaker systems, the initiative supports a more circular approach to professional audio by helping major rental companies responsibly rotate inventory, while enabling smaller rental companies and venues to access premium L-Acoustics systems. Fully inspected and manufacturer-certified, these second-life systems maintain high performance and reliability standards while contributing to longer product lifecycles across the industry. This program is driven in large part by the premium build quality of L-Acoustics equipment, making it an ideal candidate for recirculation.

1.5t

of loudspeakers whose magnets were recycled through the L-Acoustics × MagREEsources partnership in 2025





Customer and supplier satisfaction

We track customer and supplier satisfaction through **regular surveys** built around shared indicators, including sustainability criteria, while also collecting qualitative feedback through concrete examples. Results are consolidated into satisfaction scores, providing a clear view of relationship quality, process reliability, and the performance of our products and services. These insights help identify areas for improvement and strengthen long-term partnerships.



Integrating sustainability into business practices

Our sustainability commitments are integrated into the **L-Acoustics Code of Conduct**, reflecting the principles that guide our business practices and decision-making across the organization. In line with internationally recognized frameworks such as the United Nations Sustainable Development Goals, we are committed to reducing our environmental footprint, promoting resource efficiency, safeguarding health and safety, complying with applicable regulations, and integrating environmental considerations throughout the full lifecycle of our products.



Respecting Human Rights

We align with internationally recognized human rights standards, **including the Universal Declaration of Human Rights and the International Labour Organization (ILO) conventions**. We believe that responsible business starts with respect. Our practices are guided by fundamental principles such as dignity at work, freedom of expression, and the elimination of child and forced labor. These principles apply across our operations and in our relationships with partners. **We have zero tolerance for forced labor or human trafficking. We do not engage with, and will discontinue relationships with, any third parties involved in such practices.**





Preserving and protecting our planet

Behind every live experience lies a complex industrial and operational reality. From manufacturing and logistics to deployment and energy use, reducing environmental impact requires continuous progress across the many activities that support professional sound systems.

52,300 tCO₂e

2025 L-Acoustics
carbon footprint

Our carbon footprint

As our systems travel worldwide and support increasingly diverse applications, measuring environmental impact is essential to guide decisions, prioritize actions, and prepare for evolving regulatory expectations, including CSRD requirements.

Understanding where our emissions occur

We launched a structured carbon assessment covering scopes 1, 2, and 3 to better understand where emissions occur across our activities and products. A first baseline was established for FY2023 at Group level, covering all sites and operations. The assessment identified our main emission sources and helped define the first decarbonization priorities and associated action plans.

In 2024 and 2025, this work continued through data consolidation, strengthened internal coordination, and the deployment of initial reduction initiatives. The next phase will focus on refining our climate trajectory and aligning it with Science Based Targets initiative (SBTi) methodologies. Particular attention will be given to scope 3 emissions, which represent most of our footprint.

Our approach is designed not only as a reporting exercise, but as a decision-making tool. It supports the integration of climate considerations into industrial choices, logistics, purchasing strategies, product development, and long-term operational planning.

Carbon footprint assessment methodology

We conduct our carbon assessment using a recognized methodology based on ADEME standards, ensuring consistency and comparability over time. The objective is to capture all GHG emissions generated by our activities, across the full value chain, which is relatively uncommon within the professional audio industry, and to provide a comprehensive understanding of the environmental footprint associated with live sound systems. The analysis covers:

Scope 1: direct emissions from own operations (production, energy, fleet)

Scope 2: indirect emissions from own operations (purchased energy)

Scope 3: upstream and downstream emissions (transport, business travel, product use and end-of-life treatment).

The assessment relies on a collaborative process involving multiple internal stakeholders through workshops, reviews, and data collection phases conducted across the Group. Financial, operational, industrial, logistics, and technical data are consolidated and combined with recognized emission factors to build the most representative picture possible of our emissions profile. Where direct data is not yet available, extrapolations and assumptions are transparently applied to ensure full coverage. A reliability index is also integrated into the methodology to assess the robustness of data sources and identify improvement areas for future assessments.

Our 2025 carbon impact

L-Acoustics has been calculating and tracking its carbon footprint for the past three years, demonstrating its commitment to measuring and reducing its environmental impact. The **2025 carbon footprint totals 52,300 tCO₂e**. Emissions remain primarily concentrated in product use, which accounts for 44% of the total footprint.

Emissions in 2025 are broken down into Scope 1 (direct emissions) at 907 tCO₂e, Scope 2 (indirect energy-related emissions) at 250 tCO₂e, and Scope 3 (other indirect emissions) at 52,300 tCO₂e, representing 97% of total emissions.

The scope of the carbon footprint covers the L-Acoustics Group and all its entities. These results highlight that the main decarbonization challenges lie within Scope 3. They guide the actions being implemented to reduce our carbon emissions in the coming years. In 2026, L-Acoustics is planning on working on defining quantified targets to reduce its carbon footprint and set a specific goal.

Our main reduction levers

The largest share of emissions comes from indirect activities:

Purchased materials alone account for around 20% of total emissions, with electronics, steel, and neodymium identified as major contributors (4,983 tCO₂eq in 2025). This reinforces the importance of ongoing work around material efficiency, recycled content, circular sourcing strategies, and product durability (see p.14).

Freight and logistics also account for a significant share of emissions (11,435 tCO₂e in 2025). The analysis confirmed the disproportionate impact of air freight compared with alternative transport modes, identifying immediate reduction levers through logistics optimization and modal shifts whenever operationally possible.

Emissions linked to the use **phase of products** were also assessed through long-term modeling assumptions based on installed systems, touring activity, electricity mixes, and product lifespan scenarios. This highlighted the importance of energy efficiency, reparability, software optimization, and product longevity in reducing environmental impact over time.

“You can’t improve what you don’t measure. Tracking carbon data helps us turn commitments into actions.”

Aaron Touati — Group Auditor

Extending the use of packaging

Across our French production sites, cardboard packaging used to transport components between workshops is progressively being integrated into a reuse loop rather than treated as single-use waste. The initiative has already been deployed between the Marcoussis and Brétigny-sur-Orge production sites and planned to expand to the Amboise woodworking facility.

Once emptied on assembly lines, boxes are collected directly on-site, folded, sorted by reference, reconditioned, reintegrated into inventory systems, and redistributed into internal logistics flows for reuse. Several standard packaging formats used across operations are already part of this process. Dedicated traceability procedures and Power BI monitoring tools have also been implemented to track recycled quantities and support continuous improvement.

This helps reduce packaging waste, limit unnecessary purchasing, and improve operational efficiency through practical day-to-day industrial practices. **More than 55,000 cardboard boxes have already been reused across French sites, while additional initiatives helped avoid around 4 tons of plastic per year by removing pallet strapping.** Packaging materials also increasingly integrate recycled and recyclable content, including PE pallet wrap containing 25–35% recycled material and manufactured in France.

Recycling and waste management

Recycling and waste management are embedded across our operations. **Recycled materials are integrated into our products, while production waste (wood, plastic, and cardboard) is systematically sorted and recovered.** Industrial processes are designed to limit impact, with water-based coatings, low-VOC finishes, and powder recycling systems reducing waste at source. Air recycling systems in machining and painting areas improve energy efficiency. Metal components are fully recyclable, and waste streams (from electronics to consumables) are managed through dedicated recovery channels.

In 18 countries, users can benefit from our participation in the WEEE (Waste Electrical and Electronic Equipment) program by recycling their products free of charge through designated collection points. Additional countries will be included in the coming year.

Green IT

Our Green IT strategy, led by the IT & Digital department in close collaboration with the Sustainability function, aims to **reduce the environmental footprint of digital technologies while supporting more responsible digital practices across the organization.** The approach covers the full IT lifecycle, from equipment and infrastructure to digital services, while aligning technical, operational, and procurement practices with the Group's broader Sustainability strategy.

We extend the use of equipment through refurbishment, leasing models, and end-of-life recovery, while integrating environmental criteria into supplier selection. Digital tools such as cloud carbon dashboards help monitor and manage impact.

Several initiatives have already been deployed across the Group, including the **extension of computer lifespan to five years, the rollout of refurbished mobile phones with two-year warranties, paperless and cloudification projects, and end-of-life IT equipment recycling programs.** According to ADEME estimates referenced in the project, choosing refurbished phones can reduce environmental impact by 64% to 87% compared with new devices.

Cloud and Microsoft 365 carbon dashboards are also being used to better understand emissions linked to digital services and identify optimization opportunities across infrastructures and usage.

4 tons

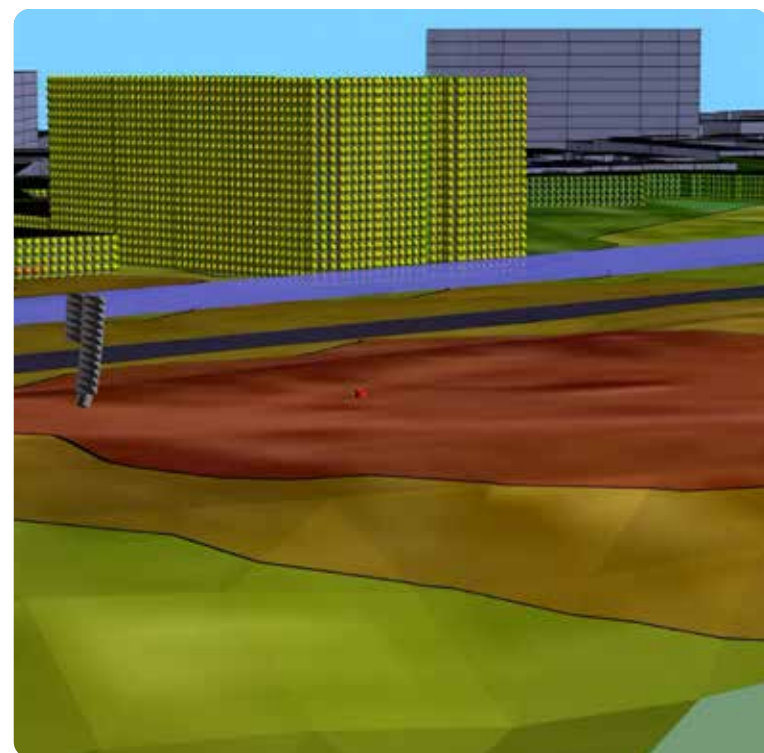
Plastic avoided per year by removing pallet strapping

Combining resource efficiency with positive impact

Since 2025, refurbished computers and mobile phones have been donated to social initiatives, including Ig'bala, a Togolese non-profit supporting an orphanage for 22 children and more than 70 students, as well as two middle schools and a community association supporting low-income populations in France.

55,000+

Cardboard boxes reused across sites in France



Dealing with noise pollution

Live events can impact health and well-being through noise pollution, a public health issue recognized by the WHO. Pushing the boundaries of sound technology, we developed the L Series, a new generation of directivity-controlled loudspeakers. The result of seven years of research, its patented technologies enable precise coverage tailored to each venue, delivering consistent sound while significantly reducing spillover to surrounding areas by up to 15 dB. This innovation has been recognized with a Décibel d'Or Award from the French Conseil National du Bruit in January 2024, the first time an audio manufacturer is awarded this distinction.



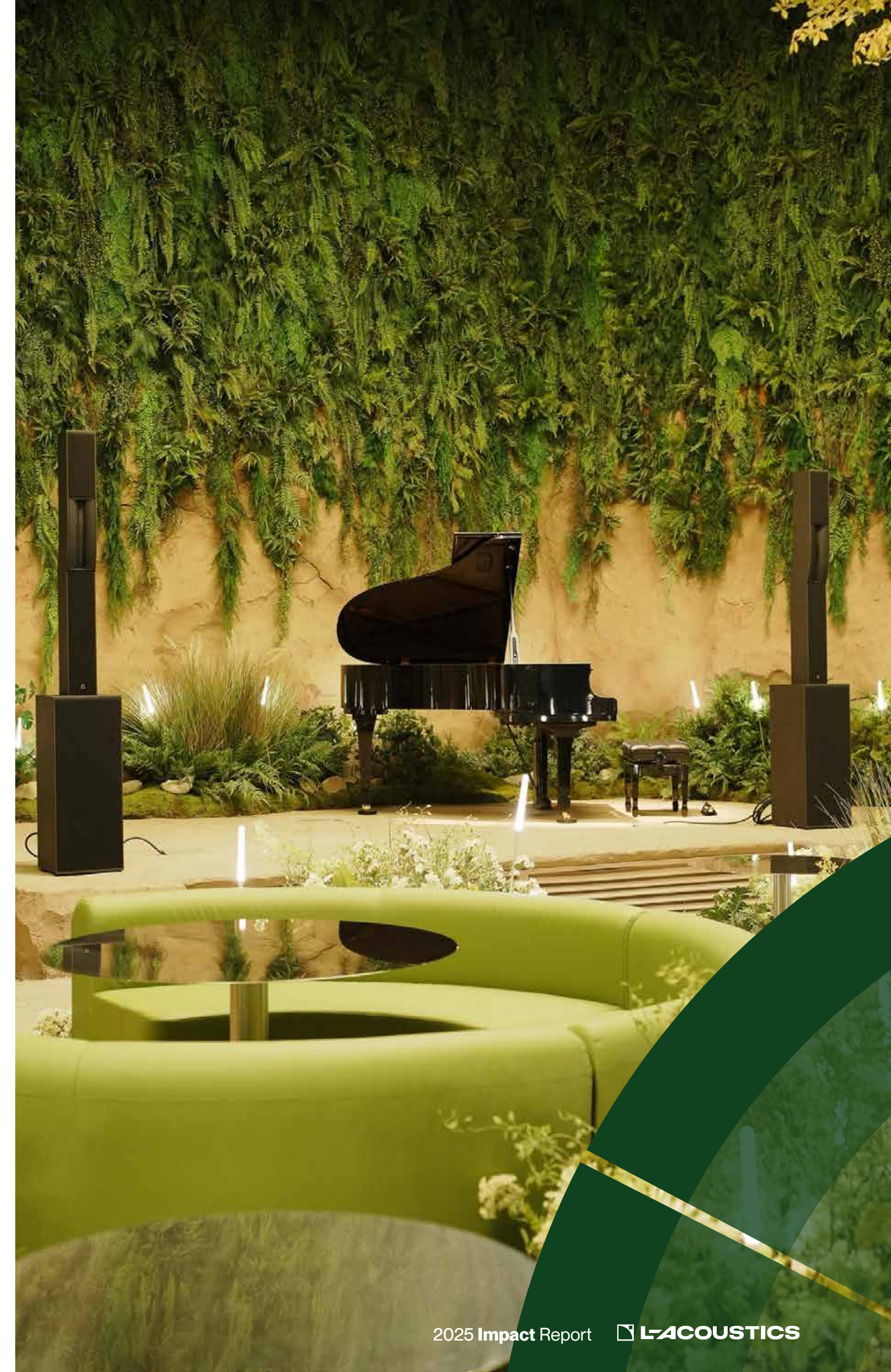
Protecting our forests

All wood used in our products comes from 100% PEFC-certified suppliers, supporting sustainable forest management and replanting initiatives in France. Materials are selected according to strict environmental standards, including composite wood panels compliant with EPA TSCA Title VI formaldehyde emission requirements, while birch plywood is sourced from ISO 14001-certified suppliers. In parallel, our partnership with Reforest'Action contributes to forest preservation and ecosystem restoration initiatives. In 2023, more than 75,000 trees were planted through our commitment to plant one tree for every loudspeaker produced.



Complying with environmental standards

Materials and surface treatments used in our loudspeakers and amplified controllers are selected according to strict environmental and health standards. Components, liquids, adhesives, and coatings comply with current REACH regulations (Registration, Evaluation, Authorisation and Restriction of Chemicals) and RoHS requirements (Restriction of Hazardous Substances), helping limit the use of hazardous substances throughout the product lifecycle. This approach protects both human health and the environment while ensuring compliance with evolving international standards for electronic and professional audio equipment.





Promoting sound in society

Sound shapes the way people connect, experience culture, and interact with their environment. Promoting sound in society means going beyond technology, engaging with artists, industry stakeholders, and communities for more responsible practices and new ways to create, experience and value sound.

100,000€

donated to EarthPercent by
L-Acoustics over 2024–202X

Partnering for more responsible practices

Sound has the power to influence how we relate to the world around us. Beyond technology and performance, we believe sound can encourage awareness, dialogue, and collective engagement. Through research, education and collaborations, we promote more responsible, inclusive, and meaningful listening experiences.

Towards greener touring

Rethinking how live touring can evolve in response to environmental challenges is one of the objectives of the MATRICE initiative. Alongside Live Nation, eKhocènes and other stakeholders from the live entertainment industry, we are part of a collective effort aimed at building a clearer understanding of the environmental footprint associated with touring productions and live sound systems.

As a manufacturer of professional audio technologies, **we provide detailed product data, including Life Cycle Assessments** (see p.13), together with operational insights related to real-world system use such as operating time, energy consumption, maintenance, and touring logistics. This contribution helps strengthen environmental assessment methodologies for a **more robust, data-driven understanding of impacts across the live entertainment value chain**.

Beyond assessment alone, the project also explores how touring models can evolve over time. By bringing together producers, technical partners, venues, and manufacturers, MATRICE encourages the development of shared methodologies, practical recommendations, and new approaches to support the sector's environmental transition. An experimental phase based on real touring conditions will further evaluate the feasibility and impact reduction potential of these approaches through collaboration between industry stakeholders.

Advancing sound research and knowledge

Research contributes to how we develop technologies, understand sound perception, and create more responsible, higher quality listening experiences. Conducted within our Education Division, our research activities combine fundamental studies on audio perception with applied research focused on the real-world performance and use of sound systems.

By combining scientific experimentation, field measurements, and operational feedback, we generate evidence-based insights that feed training programs, system deployment practices, and the continuous development of expertise across our ecosystem. Whenever possible, findings are shared through peer-reviewed scientific journals and conferences, with a focus on **open-access dissemination to encourage knowledge sharing across the industry**.

This work is carried out in collaboration with academic research teams, professional societies, and international organizations such as the WHO. As part of their Make Listening Safe initiative, we co-developed the **WHO Global Standard for Safe Listening Venues and Events**, defining practical frameworks which defines practices that protect audiences and professionals from excessive sound exposure while preserving artistic integrity. **Safer and more enjoyable live sound**

Great sound is not only about power, but also about control, clarity, and respect for audiences, professionals, and surrounding communities. As live experiences become more immersive and dynamic, managing sound exposure is increasingly important to support safe and responsible listening conditions. **Healthy Ears, Limited Annoyance (HELA) is a non-profit initiative** bringing together industry, academia, and healthcare experts to promote responsible sound practices across live events. It focuses on translating scientific research into practical frameworks, training, and certification programs to provide high-quality listening experiences while reducing off-site noise and sound-related risks.

As a founding partner, L-Acoustics **contributes through technical expertise, education, and industry engagement**. This includes developing the HELA certification and participating in conferences and training initiatives designed to help engineers, venues, and promoters integrate responsible sound management practices into real-world event operations. Aligned with the WHO Global Standard on Safe Listening Venues and Events, **HELA advances a more consistent and responsible approach to sound across the live entertainment industry**.

2

doctoral research projects on sound perception and immersive audio research supported by L-Acoustics through academic partnerships

Environmental System Design (ESD)

In line with HELA's objectives, we developed our Environmental System Design (ESD) approach which relies on Soundvision for sound propagation modeling and detailed system planning. ESD enables precise coverage for the audience while reducing noise spillover for surrounding areas.



Sounds Right: reconnecting audiences with nature through sound

We are part of Sounds Right, a global initiative developed by the Museum for the United Nations - UN Live together with artists, producers, streaming platforms, and environmental organizations. The initiative introduced NATURE as an official artist on major streaming platforms, allowing royalties generated from nature sounds featured in music tracks to directly fund conservation and ecosystem restoration projects worldwide. **This innovative approach strongly resonates with our own Sustainability commitments and our vision of sound as a powerful medium for awareness, emotion, and collective engagement.**

The initiative brings together internationally recognized artists including Brian Eno, Steve Angello, Amelie Lens, Yann Tiersen, SYML, Raveena, Franc Moody, George The Poet, Penguin Cafe, and Armaan Malik, alongside emerging talents from a wide range of musical backgrounds, exploring how sound and artistic creation can reconnect audiences with the natural world.

For Earth Day 2025, more than 30 artists released tracks featuring sounds recorded from forests, oceans, wildlife, glaciers, and natural environments as part of the “Feat. NATURE” playlist. Some projects highlighted specific environmental challenges, including endangered bird species, biodiversity decline, and the impact of wildfires.

Since launch, the initiative has generated more than 130 million Spotify streams and reached over 11 million listeners worldwide. In 2024, the initiative committed \$225,000 to Indigenous and community-led conservation projects, including biodiversity protection initiatives in the Tropical Andes. By 2028, the ambition is to generate more than \$5 million annually for conservation projects while continuing to expand global awareness around nature preservation through music and culture.



Supporting collective environmental action with earthpercent

Supporting Sounds Right also means contributing to the broader ecosystem transforming creative engagement into concrete environmental action. In this context, we are also engaged with EarthPercent, the **nonprofit organization co-founded by Brian Eno to mobilize the music industry around climate and biodiversity issues**. EarthPercent works with artists, companies, and industry stakeholders to direct financial contributions toward high-impact ecosystem restoration, biodiversity protection, and climate resilience initiatives.

Beyond financial support, our commitment also involves active participation in the organization’s broader reflection and initiatives. **Through our involvement in the EarthPercent Music Committee, several of our team members contribute their expertise and industry perspective.** This collaboration helps support wider conversations around more sustainable live sound practices and environmental engagement across the music ecosystem.

Within the Sounds Right initiative, EarthPercent handles redistribution of royalties generated through collaborations featuring NATURE, transforming streaming revenues into direct financing for conservation projects. More broadly, the organization fosters industry-wide mobilization by encouraging music stakeholders to integrate environmental engagement into their activities and business models.

In 2024, EarthPercent raised and distributed \$710,000 to 18 organizations working across conservation, climate justice, and environmental protection.

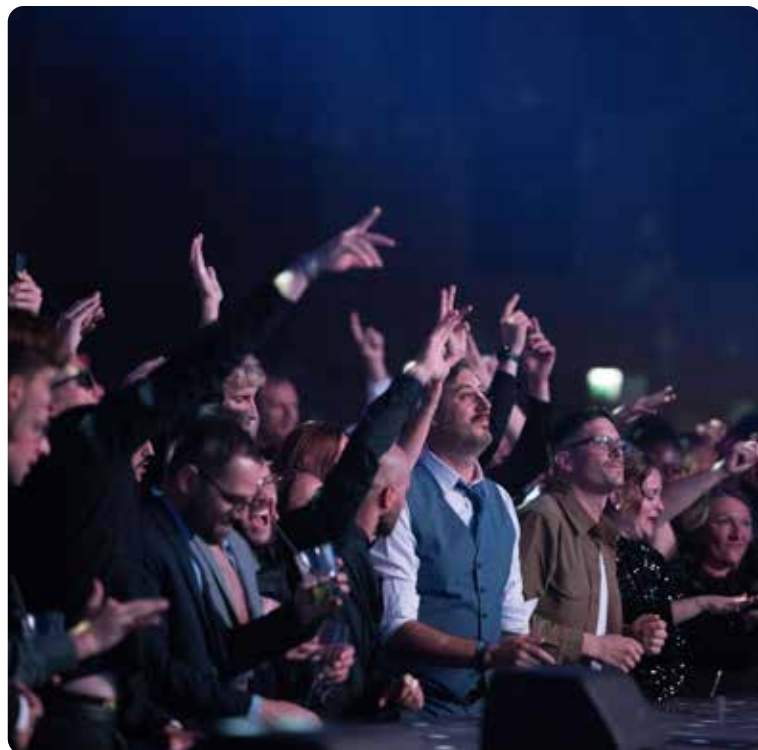
“At the intersection of creativity and responsibility, **EarthPercent** turns creative intention into collective climate action.”

Amber **Mundinger** — Global Director of Creative Engagement

100,000 €

donated by L-Acoustics to EarthPercent in 2 years





Researching emotional perception through sound

Over the past four years, we have collaborated with Luc Arnal's Auditory Cognition and Communication team at the Hearing Institute of the Institut Pasteur in Paris to better understand how sound and music shape emotional perception. Together, we have supported three master's degree research projects exploring the cognitive and emotional impact of listening experiences. This collaboration now continues through Ulysse Lefeuvre's doctoral research, contributing to the development of scientific knowledge at the intersection of sound perception, neuroscience, and immersive audio experiences.



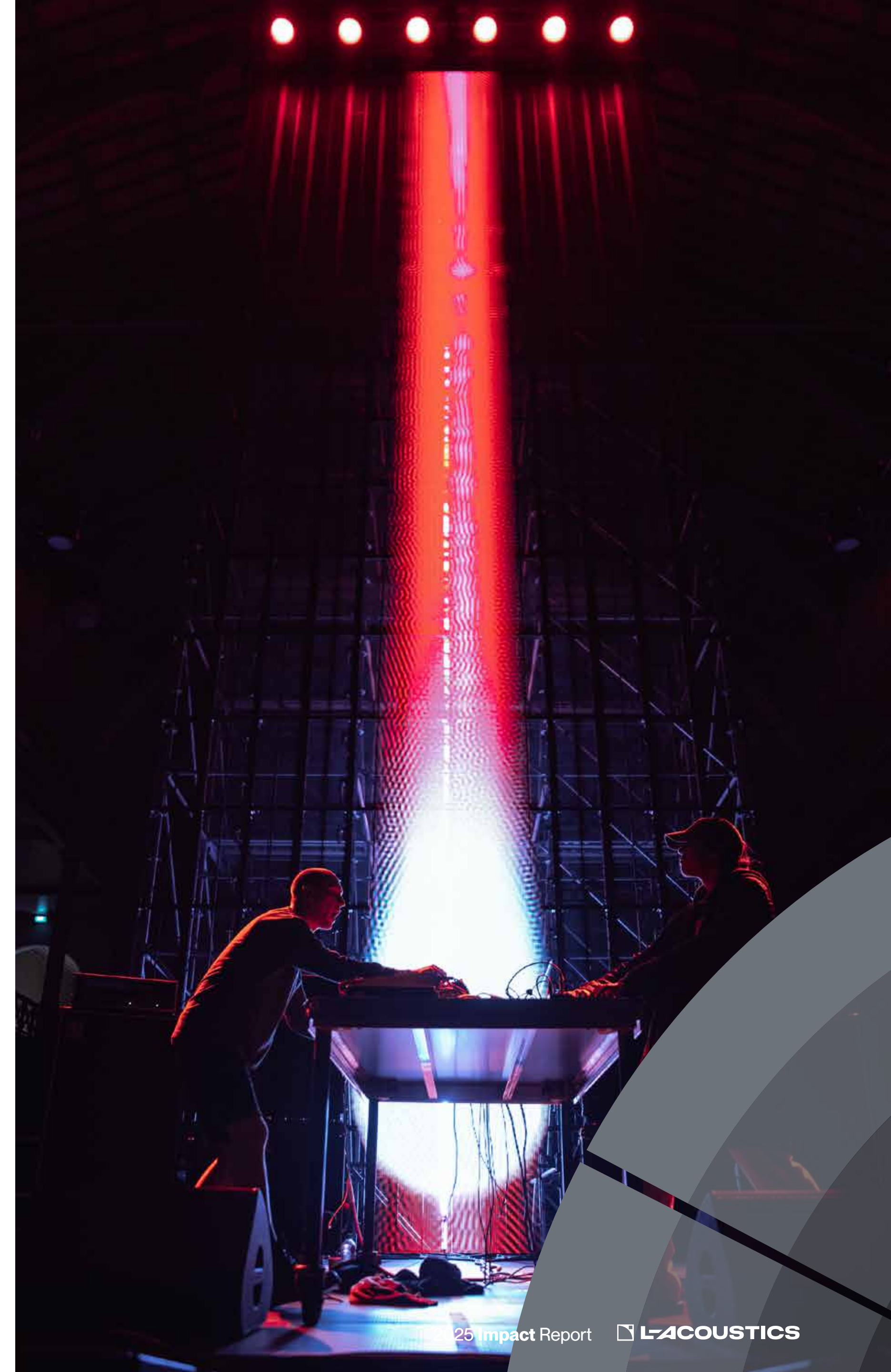
Exploring immersive and hybrid audio experiences

We collaborate with the University of York's AudioLab, led by Professors Gavin Kearney and Helena Daffern, on immersive and interactive audio research. Together, we co-supervise Laney Haywood's PhD, focused on the perceptual and emotional quality of experience in hybrid live events combining on-site and remote audiences. We also deployed our L-ISA immersive audio technology at the CoSTAR Live Lab at Production Park, a research facility dedicated to next-generation live, virtual, and hybrid performance experiences.



Sharing knowledge with the live sound community

In 2024, we co-organized the 2024 AES Conference on Acoustics and Sound Reinforcement in Le Mans, alongside the Audio Engineering Society. Through talks, workshops, and technical exchanges, the event brought together researchers, engineers, manufacturers, and live sound professionals to explore the future of acoustics and sound reinforcement. This collaboration strengthens connections between industry and academia while supporting the transmission of knowledge to the next generation of audio professionals.





Inspiring our employees and communities

Behind the magic of every live event is the technical expertise that brings it to life. To keep the show going, we have a responsibility to develop skills, open access, and bring forward a wider range of voices. From within the company to the broader industry, we help create the conditions for sound to remain a space of innovation, dialogue, and shared experience.

17,000

Learning hours delivered annually to L-Acoustics colleagues

Our corporate culture

For over 40 years, we have pursued a singular vision: to redefine the physics of sound and set the global standard for professional sound reinforcement through a commitment to scientific precision, acoustic physics, and an unparalleled listener experience. We provide passion-driven jobs for passionate people, connecting humans through the best shared sound experiences.

A culture driven by passion, creativity, courage, and connection

Our culture is shaped by four values that influence how we innovate, collaborate, and grow together. Passion reflects our commitment to excellence and the attention to detail behind every listening experience. Creativity drives us to challenge conventions, explore new ideas, and embrace diverse perspectives. Courage fosters ownership, ambition, and integrity in the way we make decisions and move forward. Connection reminds us that progress is always collective, built through trust, collaboration, and long-term relationships across our teams, partners, and communities.

Built on these principles, our organization connects physics, acoustics, software, electronics, and live production expertise to shape the future of shared sound experiences. Across our hubs in Paris, London, Los Angeles, Singapore, and Nashville, R&D teams collaborate closely with application engineers, educators, and touring professionals to translate scientific research into real-world solutions. This constant dialogue between technology and field experience has shaped innovations, while strengthening the transmission of knowledge across the professional audio community.

Developing skills and building a learning organization

Learning is embedded in the way our teams operate. Engineers, acousticians, developers, application experts, educators, and production teams continuously exchange knowledge between research, product development, and real-world deployment environments. This cross-functional approach helps accelerate innovation while enabling employees to continuously develop new expertise through collaboration, experimentation, and field experience.

Across our international hubs, knowledge-sharing takes place through internal workshops, technical communities, conferences, and collaborative projects connecting teams across functions and geographies. In parallel, initiatives such as our Champions community contribute to expanding sustainability awareness and collective learning across the organization through dedicated training sessions, workshops, and peer engagement initiatives.

Towards a learning ecosystem

This approach extends beyond the boundaries of L-Acoustics through a global education ecosystem designed to encourage transmission of technical expertise across the industry. Through certification programs, hands-on training sessions, conferences, workshops, and academic collaborations, we help sound engineers, system technicians, integrators, students, and partners develop advanced skills in acoustics, system deployment, immersive audio, and sound design. In 2024, we delivered more than 14,000 training certifications to sound engineers, system technicians, integrators, consultants, students, rental companies, and venue professionals across our global ecosystem.

“By protecting every employee and acting with purpose every day, we strengthen both well-being and performance.”

Julien **Delfosse** — Global Head of Health, Safety and Wellbeing

Health and safety as a shared responsibility

To perform well, people need to feel well. Health and safety are integrated into every stage of our activities, from product design and manufacturing to deployment and live operations. Every technical decision is made not only to achieve acoustic excellence, but also to guarantee safe working conditions, ergonomic use, and secure deployment in real-world environments.

Our approach goes beyond physical protection alone. Through initiatives such as the Stimulus employee assistance program and our Health & Safety Charter, we recognize mental well-being, prevention, and workplace support as essential components of overall health and safety. Training, ergonomic equipment, clear processes, and awareness initiatives all contribute to sustainable working environments.

In live event settings, where systems are often large-scale, mobile, and suspended, prevention and preparation are particularly critical. Dedicated sling and rigging training programs show teams and partners how to handle, lift, and operate equipment safely across a wide range of venues and conditions.

82 NPS

among professionals participating in our training
and certification programs

Building a more inclusive and diverse culture

Innovation in sound comes from the diversity of people, experiences, and perspectives behind it. As our technologies connect artists, audiences, engineers, developers, and creators around the world, we believe building more inclusive teams and communities is essential to shaping the future of live entertainment.

This commitment is embedded into the way we develop our organization. Representation, accessibility, inclusion, and equal opportunities are monitored through dedicated governance indicators reviewed at Executive Committee level, driving long-term progress across teams and geographies. We also gather employee feedback through engagement surveys covering inclusion, working conditions, career development, and environmental commitment, strengthening dialogue and continuous improvement across the organization.

Beyond our own teams, we aim for a more open and accessible professional audio ecosystem through partnerships with schools, universities, and industry organizations. We also contribute through skills-based volunteering initiatives. In 2025, employees supported J3F by producing awareness videos on school bullying and developed a dedicated application for Lire et Sourire, helping connect volunteers with older adults to provide reading sessions.

Supporting diversity in professional audio

At ADC24 in Bristol, we funded a diversity scholarship program designed to open the professional audio industry to new profiles and emerging talents. Alongside our long-standing support of the conference, we provided 10 scholarships covering conference access and accommodation for participants selected based on their motivation and professional projects.

Women shaping the future of sound

Professional audio remains a field where women are still underrepresented, particularly in technical and leadership roles. Yet as acoustics, engineering, software, and live production increasingly converge, expanding access to these careers is essential to bringing new perspectives, experiences, and ideas into the industry. Our approach focuses on making careers in sound more visible and accessible to a broader range of profiles. Through partnerships, scholarship programs, conferences, and community initiatives, we support emerging talents and the creation of concrete pathways into the professional audio ecosystem.

Through our collaboration with the World Woman Foundation, we engage in conversations extending beyond the boundaries of the audio industry itself. At the World Woman Davos Agenda and the Cannes Lions International Festival of Creativity, immersive sound became a way to foster dialogue around leadership, equality, and sustainability. These events created opportunities to explore how artistic expression and shared experiences can foster more inclusive approaches to innovation and decision-making.

Within the live sound community, our partnership with SoundGirls focuses on opening direct access to professional environments. Since 2020, we have supported recurring annual training grants, typically benefiting three to four participants each year, alongside dedicated initiatives such as eight grants awarded for the 2025 L-Acoustics Connect Conference. Through this program, women in audio from diverse regions engaged with our technologies, training sessions, and field expertise in a hands-on environment designed to encourage exchange, learning, and professional development.

These initiatives are about transmission: connecting people with networks, role models, and real-world opportunities that help make careers in live sound more accessible. Through our Women in Pro Audio series, we have featured more than 40 women across the audio industry, from sound engineers to artists and live production professionals. Published through our website and social media channels, several of these stories have also been featured in industry press. By working towards broader representation across the industry, we build a more open, creative, and resilient future for professional audio.





Health and Safety first

Our Health & Safety Charter is built around concrete operational commitments designed to reduce risks across industrial, logistics, and live event environments. It promotes systematic risk assessment, incident reporting, preventive action plans, and continuous field feedback to improve practices over time. The Charter also reinforces access to dedicated training, appropriate protective equipment, ergonomic workstations, and clear safety protocols for handling, rigging, transport, and installation activities across all sites and event configurations.



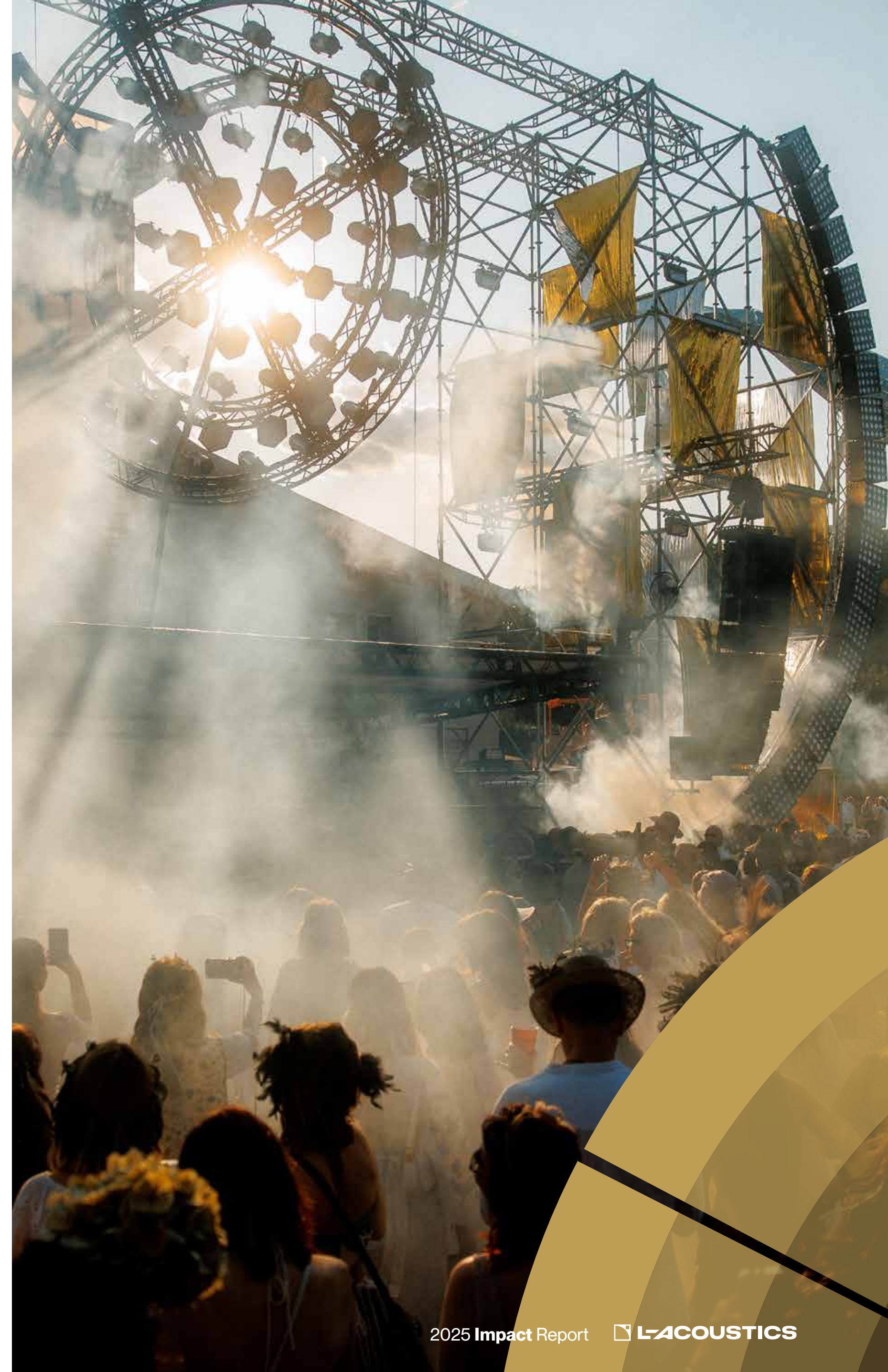
Engage & Care corporate coalition

In 2025, we joined 16 other multinational companies to launch the Engage & Care Corporate Coalition, a global initiative promoting fair and decent living and working conditions. At a time when 4.1 billion people still lack access to social protection systems, the coalition brings together companies, NGOs, and academic institutions to advance concrete practices around living wages, mental health, caregiving, and employee well-being. Over the past year, members have already participated in nearly 20 working sessions and expert-led discussions focused on turning these challenges into actionable workplace initiatives. We aim to be part of the solution.



Stimulus: supporting mental well-being

Ensuring our employees' mental well-being also means ensuring access to practical and confidential resources whenever needed. Through Stimulus, our global employee assistance program, employees and their families can access 24/7 support online or by phone, in all languages and across all regions where we operate. The program provides psychological counseling alongside financial, administrative, and legal guidance, while also offering personalized care pathways and everyday well-being resources. Free, anonymous, and fully confidential, Stimulus fosters a more supportive working environment and reinforces our broader approach to mental health and employee care.





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