

WELCOME TO
LECTRA



**A TALENT
JOURNEY**



—
RANI RAO
Chief People Officer

This state of mind already prevailed when I embarked on my professional journey at Lectra a few years ago. Joining a team of passionate individuals enables you to give your best, to go the extra mile and to boost collaboration. Today, it is a constant source of motivation and inspiration.

I am convinced that the true richness of a technology company lies within its people, the men and women who comprise it, and the way they connect and collaborate successfully every day. And that's the reason why, in our rapidly evolving world, we have taken the time to reflect on how we can best support the transformation of our customers and their industries.

“I am convinced that the true richness of a technology company lies within its people.”

We explored our history, our culture, and our values, to identify what unites us all, our common denominator. And the results were unanimous: we are passionate, and innovation is our drive.

Industry 4.0 is such an exciting era! Thanks to our inspired team members and their pioneering ideas, every day is a new beginning, a new challenge. I can't wait to welcome new tech enthusiasts aboard this incredible journey!

01

50 YEARS OF PIONEERING

As a major player in the fashion, automotive and furniture markets, Lectra contributes to the Industry 4.0 revolution with boldness and passion by providing best-in-class technologies. The group offers industrial intelligence solutions - software, equipment, data and services - that facilitate the digital transformation of the companies it serves.

Founded in 1973, Lectra has been shaping the future of technology for the past 50 years.



A MAJOR PLAYER IN 3 GLOBAL MARKETS

FASHION

We are a strategic partner to fashion brands, manufacturers, and distributors. Connecting every player in the industry, we support them throughout all stages of collection creation, development, pre-production, production, and distribution.



AUTOMOTIVE

Since 1991, we have empowered Tier 1 suppliers who want to get their products to market quickly. Deployed by a worldwide team of passionate experts in more than 100 countries, our solutions aim to establish a pathway to excellence in future manufacturing standards.



FURNITURE

From design through to production, our solutions provide the necessary tools to optimize upholstered furniture making. Combining the most advanced technology to improve process flow and enhance flexibility, we strive to perfect furniture production.

1973

Creation of Lectra Systèmes in Bordeaux



1976

First Computer-Assisted Design (CAD) software



1985

Lectra becomes world leader of CAD solutions for fashion



1987

Introduction to the stock market



1993

Launch of Vector, the first automatic fabric cutting equipment



2005

Implementation of a dedicated organization for customer care



2008

1st Industry 4.0 cutting solution equipped with Internet of Things (IoT) technology



2018

Launch of the 1st Industry 4.0 offers



2021

Acquisition of Gerber Technology



2023

50th anniversary

02

WHERE WE BOND



We asked ourselves, what is the one thing that unites us all?

Our bond? Our passion.

Our drive? Innovation.

PASSION
UNITED BY
INNOVATION
DRIVEN BY

At Lectra, we believe in the power of industrial and human intelligence. We also believe in the power of collaboration to drive our passion. Our passion for innovation that we have shared for more than 50 years has always been a core growth driver of the company. We do not just think about change, we create change. This is how we became the tech leader we are today.

Knowing that you are part of a company that cares about its people, and not just about achieving its targets, also drives you to give your best every day. Thanks to human and industrial intelligence, we remain at the forefront of Industry 4.0 developments.

03

PUSHING THE LIMITS OF INDUSTRY 4.0, TOGETHER



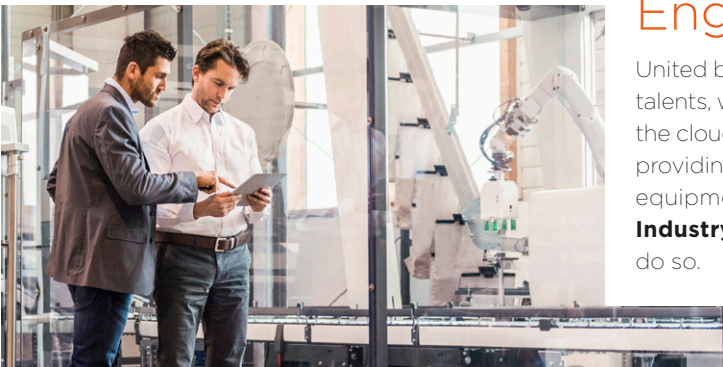
Objective

Driven by our passion for innovation, at Lectra we strive to help our customers embrace Industry 4.0. How? By coming together to create **best-in-class industrial intelligence solutions** for and with our customers.



Vision

We are convinced that there are smarter ways to work, collaborate and make decisions. **We believe in connecting people, ideas, data and solutions** in order to shape the future of technology and the future of the industries we serve.



Engagement

United by passion, together with our employees and new talents, we help transform the industries we serve with IoT, the cloud, Big Data and artificial intelligence. Dedicated to providing best-in-class solutions that combine software, equipment, services and data, **we offer a passport to Industry 4.0**. So far, we are the only company able to do so.

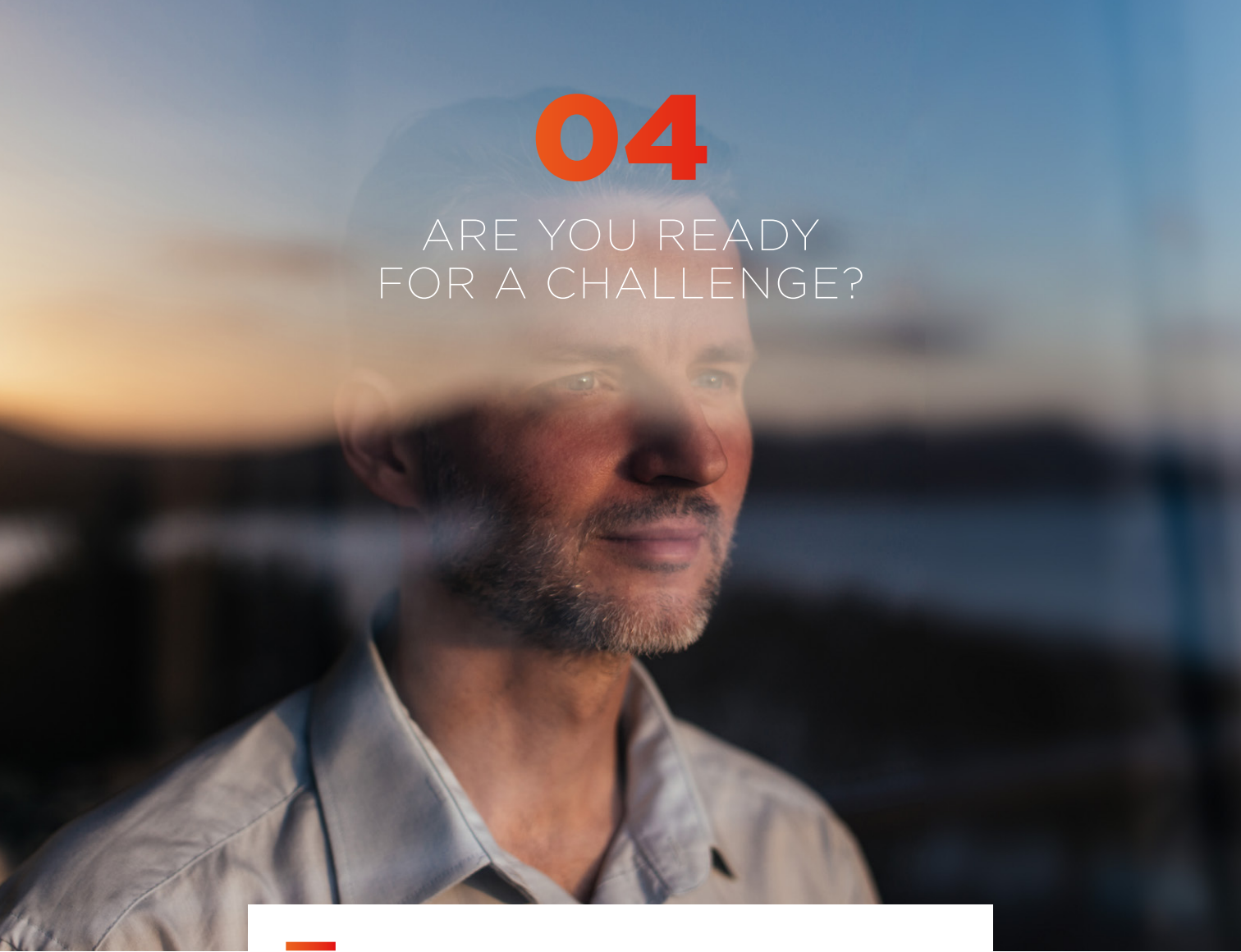


Values

Fashion, automotive, furniture... our customers' markets are undergoing tremendous change. We stand by their side, and always will. **Open-minded, trustworthy, and passionate**, it is together that we can change for the better. Together, we can keep thinking, shaping, creating, developing, and dreaming of a connected and collaborative future for the industries we serve and for our society.

04

ARE YOU READY FOR A CHALLENGE?



A unique journey awaits you at Lectra. Our team of passionate minds is taking Industry 4.0 to the next level, and we are always looking for new tech-enthusiasts to join the team. As industries change, new positions emerge, creating exciting opportunities to help our customers with their digital transformation.

Sales, Consulting, R&D, Production, Customer Success... at Lectra, we have a variety of professions and positions available, which reflects the diversity of what we do.

Imagine a working environment where employees are always looking to achieve new goals, where they trust each other and work together to continue shaping the future of technology..

Could this be for you?

LECTRA, BY LECTRA PEOPLE

SALES



YU SKY
Sales Manager

“Lectra provides me with many opportunities to sell various solutions (Cutting Room, Fashion On Demand, Kubix Link, Flex Offer, etc.) to our customers. I learn a lot from these experiences.

The underlying approach follows a clear path: putting myself in the customer’s shoes, understanding their needs, and delivering value through Lectra’s powerful solutions, backed by strong and sustainable R&D investments. This approach yields positive results. I love this feeling and enjoy the sense of personal growth it brings!”

CUSTOMER SUCCESS

“I manage a team of 6 talented CSM professionals with a range of expertise that support our customers in the onboarding and adoption of Lectra 4.0 solutions. I work closely with my team on CSM best practices, strategizing on ways to support our customers during their change management and adoption of new technology. We collaborate with the Expertise Center, Sales Administration, Accounts Receivable, Marketing, Professional Services, and Sales, to provide our customers with the best service and experience. I truly appreciate the support these teams provide us and our customers. We couldn’t do our job without their assistance!”



CHRISTINE FOX
Customer Success Director

R&D



**JÉRÉMY
GUIMBERTEAU**
Tech Lead

“Lectra’s innovative projects give me the opportunity to take on some very interesting technological challenges. As a Tech Lead, I play an important role in software R&D while continuing my missions as a software developer. I support my team through technical challenges. I also work closely with Product Owners, Solution Architects, Principal Architects, etc. The diversity of profiles in my day-to-day work is an important source of motivation for me, as it allows me to learn so much, from a technical point of view, about other people, but also about myself.”



2,500
employees

66
nationalities

98/100
gender equality
index (France)

1 out of 5
job positions filled
through internal mobility

52%
of employees have taken
at least one training course
in the year

LECTRA

We pioneer. You lead.