



LEM

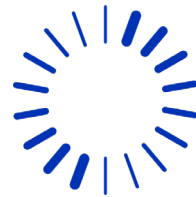
Life Energy Motion

Leveraging on the
collective intelligence of
the Climate Fresk



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About LEM



Life

**1,800 people in
17 countries**

We transform technology potential into powerful answers, building on our +50 years of expertise and our unique culture of ingenuity.

Energy

**A pure player in
electrical measurement**

We offer the broadest portfolio in the industry (B2B):

- From Integrated Current Sensors to fully instrumented modules
- Single/multi-phase
- Core based/coreless
- Busbar/PCB/cable mounting

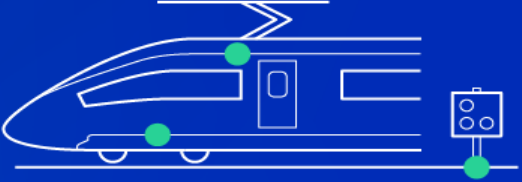
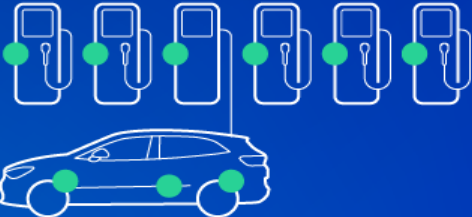
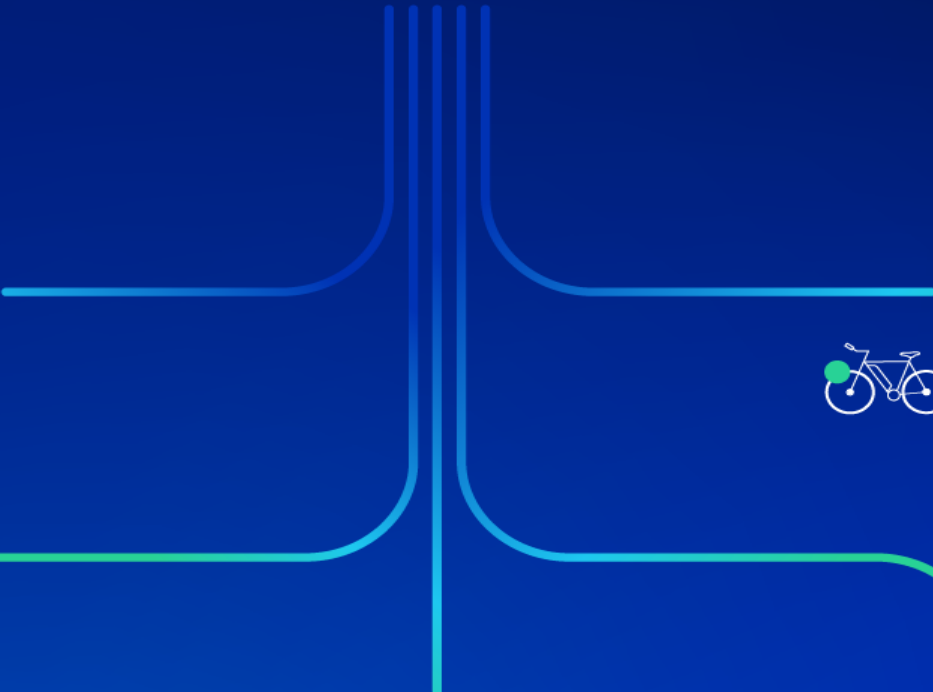
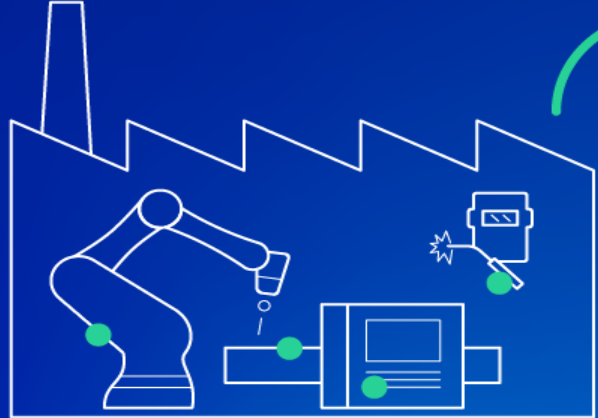
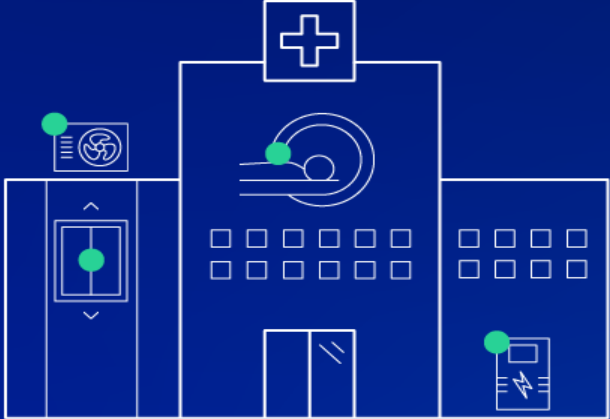
Motion

A growth story

Our sensors and solutions are serving the electrification of the world. We are at the forefront of megatrends such as

- Energy efficiency
- Decarbonization
- Digitalization
- Electrification

LEM solutions for electrification



Integrating sustainability at core



Mission & challenges

... Align our Way of Working with our Strategy and Purpose.

At LEM, with our current sensing solutions, we are proud to enable the decarbonization of the world

Our product strategy is fully aligned with our purpose

Our next frontier is to become more sustainable in the way we run our business



Climate Fresk @ LEM



Climate Fresk @ LEM

... the beginning of a love story

Key arguments in favour of a company wide rollout :

- Pilot workshops in Lyon & Geneva resulting in strong adhesion of the participants to the CF methodology
- Interactivity, collective thinking & energizing
- Pedagogical approach & internal scalability of the workshop in different countries
- Willingness of a core team to be more involved, become animators and share their commitment to colleagues



Climate Fresk @ LEM

Communication & marketing

A project identification approach to facilitate its scale up :

- Definition of a visual identity
- Creation of a branded toolbox
- Diversified communication on various channels
- Definition of representative KPIs



workshops!
and-effect links of climate change.

WHAT IS THE CLIMATE FRESK?
An association, created in 2018, dedicated to raise awareness and educate people about climate change. It enables rapid actions and helps people act to safeguard our environment.
It is best known for its educational tool, the 'Climate Fresk' collaborative participation workshop designed to help people understand the complexities of climate change.

WHY RUN A CLIMATE FRESK AT LEM?
LEM's purpose is to accelerate customers and societal strong climate objectives to become Net Zero Scope responsibility as a group to accompany our people to of climate change and how every single one of us has collective thinking, as a group, and create action driven.
With the Climate Fresk's thorough methodology and interactive thinking and empower individuals to be better equipped advocate for sustainable practices in the professional and

HOW LONG DOES IT TAKE & WHAT AM I GOING
A workshop lasts for 3.5 hours and is split into 4 parts

Your Climate Fresk participation on December XX at XX:XX

[Draft]
This message hasn't been sent. Saved: Mon 2024-11-25 20:06

Dear Colleague,
We remind you that you are registered for a Climate Fresk workshop that will take place on Month XX, 202X at XX:XX am/pm in the xx entity in the xx meeting room. This exciting moment of interactive learning will enable you to understand the complexities of climate change and hopefully take action to reduce you and LEM's footprint!
Here are 6 tips and advice we recommend for your participation to this exciting training:

MyLEM
Non suivi Accéder aux connexions

Lecteur immersif Partager

exchange and your colleagues

Climate Fresk KPIs! We move forwards thanks to you!
(as of 20.02.2025)

# sites who hosted at least one Climate Fresk	# Fresk workshops organized across LEM	# improvement actions selected / started / implemented	NPS – Net Promoting Score
6 (LIN, LTF, LFR, LDE-GG, LDE-MUC, LBG)	15	62 / 26 / 4	63
# colleagues fresked at LEM	# colleagues who are internal trainers	Overall opinion on the workshop	Become a change-maker!
162 pioneers	6 (@ LIN & LTF)	4.50 ★★★★★	SCAN ME! NEW DATE: 20.05.2025

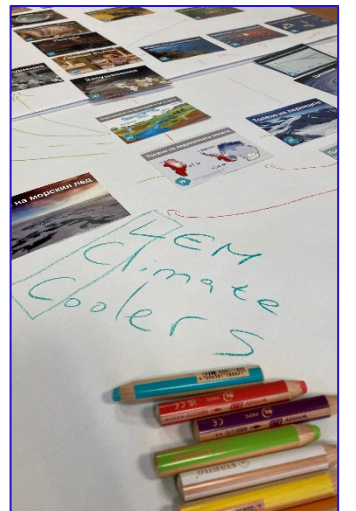
How long does it take & what am I going to learn?
A workshop lasts for 3.5 hours and is split into 4 parts:
1. Collaborative learning: Understand climate change cause-and-effect

Climate Fresk @ LEM

A European rollout across 4 countries, 7 locations

A role model workshop tailored to be successful with :

- Local relay for communication, registration & logistics preparation
- Support from the CF professional coaches on the first 2 sessions
- A well-oiled logistics for the **train marathon** to reach all the locations within 2 weeks (SUI, FRA, GER, BUL) during ESG week
- A tailored content for the “discussion & actions” part to:
 - Countries visited (order of magnitude for local personal carbon footprint)
 - LEM’s activities (DMA, Climate objectives and key emissions)
 - Latest trends: illustration with concrete examples from recent event/news/ articles

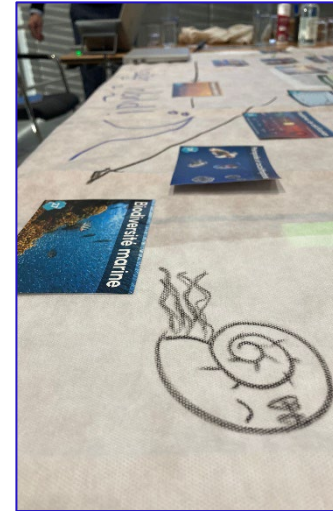


Climate Fresk @ LEM

Emerging difficulties

The rapid roll out highlighted a number of difficulties :

- The honeymoon for voluntary participation is slowing down
- Mandatory participation in some entities led to counterproductive moments! (but interesting debates!)
- Struggle to explain, that 3,5h to run such a workshop is required and well invested
- Implementation of collected ideas requires a thorough investment to show the generated inputs matter (time & resources)
- Lack of anticipation on the next steps, to leverage on the energy generated



Climate Fresk @ LEM

So what about the next steps ?

We are rethinking awareness around sustainability :

- New communication campaign trying to wake up the competition spirit of the teams
- Aiming at Asia rollout
- Setting the Climate Fresk workshop as a mandatory step of a wider sustainability learning program
- Investigation to deploy a design thinking methodology to tackle the most complex ideas generated during the workshops (e.g. R&D)
- Definition of a Sustainability event calendar to offer continuous stimuli, different learning & attract people

CLIMATE FRESK LEM
Life Energy Motion

Climate Fresk @ LEM, become a change-maker !

- 🌱 Green LEM's future: Join our Climate Fresk and Support LEM's transition!
- 🌊 Surf the wave of change: Participate to Climate Fresk workshop! Power LEM's future!
- 🔍 Define solutions: Make an impact: Climate Fresk Awaits! Drive LEM's transformation!
- 🚀 Step up for sustainability: Empower your team at the workshop and propel LEM forward!

NEW DATE: 10.04.2025

SCAN ME!

The poster features a QR code and a vertical strip of four small images showing workshop activities.

CLIMATE FRESK LEM
Life Energy Motion

Become a sustainability leader TEAM!

HR – Purchasing/Procurement
Congrats – you are showing the way!

Facility – Finance – General Management – Quality – Sales/FAE
Keep up! You are on a good track!

The others teams.
You can still power LEM's transition!

Are you ready to become a Sustainable team ?!

More than 50% participants

26 to 50%

Less than 26 %

% of your team across Europe who participated to a CF workshop

NEW DATE: 10.04.2025

SCAN ME!

The poster features a bar chart with three bars of increasing height, representing participation levels. A QR code and a 'NEW DATE' sticker are also present.

Questions ?

Quentin Piat
Global Head of Sustainability
LEM International SA

