



Elodie Jeanningros appointed Chief Human Resource Officer, Lynred

Ms. Jeanningros is the second woman to join Lynred's Management Committee, joining Nadia Souhami, Chief Program Officer, Space and Special Projects

Veurey-Voroize (near Grenoble), October 6, 2020 – Lynred, a leading global manufacturer of high-quality infrared detectors for the aerospace, military, industrial, and consumer markets today announced the appointment of Elodie Jeanningros as Chief Human Resource Officer and Member of Lynred's Management Committee. The appointment will support the growth of infrared technology leader Lynred, which was formed in June 2019 from the merger of Sofradir and ULIS.

Ms. Jeanningros brings more than two decades of experience that spans all Human Resources functions. Her area of expertise is managing organizational transformation. She is also a pillar of the local tech ecosystem, having served as Head of Human Resources and Employee Relations at STMicroelectronics for ten years. Lynred brought her on board to strengthen and promote the company's culture and values of respect, commitment, teamwork, and conviviality.

"We are thrilled to welcome Elodie on board. She will be an asset to our company as we continue to roll out our strategy," said Lynred CEO Jean-François Delepau. "The sheer diversity of our Management Committee encourages creativity, insight, and growth. Elodie will enhance the dynamics of this group and bring new perspectives."

One of Ms. Jeanningros' missions will be to ensure that Lynred has the brainpower it needs to meet today's challenges and prepare for the future by orchestrating competency development companywide.

She will also expand the company's educational outreach programs targeting high schools and colleges, building on existing partnerships with Grenoble INP-Phelma engineering school, Grenoble-Alpes University, and the Grenoble University Space Center. She will coordinate with Lynred's Communications Department to develop Lynred as an employer brand through these outreach activities.

"I am excited to be a part of the great team that is Lynred. This is a company where you get to experience the full impact of what people are capable of when they are engaged. Our employees know when to push ahead and when to step back. They know when to seize upon an opportunity and when to wait. They know when to stick to a plan and when to improvise to forge new paths to growth for our company. I am also proud to be part of an infrared market leader that is committed to keeping its doors open to student interns and young graduates despite the challenges of the Covid-19 pandemic," said Ms. Jeanningros. Throughout my career I have met very few people as passionate about what they do as the people at Lynred are. I feel lucky to have the opportunity to work with these people to build the future of infrared technology."

Ms. Jeanningros is also the second woman to earn a seat on Lynred's Management Committee, joining Lynred's first female executive, Nadia Souhami, Chief Program Officer, Space and Special Projects.

Despite the efforts of the French government and of companies themselves to bring more women into the nation's microelectronics industry, the number of women in the industry's C-suites remains low. Now the industry must take decisive action to break the glass ceiling and attract more women¹.

"I would like to extend my heartfelt congratulations to Elodie for her appointment as Chief Human Resource Officer and I am looking forward to working with her. I hope that her appointment to this executive-level position in a male-dominated industry will encourage other women to join us," said Ms. Souhami. "The Covid-19 pandemic has created an unprecedented situation, and the Management Committee's priority is now to reinvent how we work within the company and with our customers, so that we can continue to grow safely."

About Lynred

Lynred and its US subsidiary Lynred USA are global leaders in designing and manufacturing high-quality infrared technologies for the aerospace, defense, commercial, and consumer markets. Lynred, founded from the merger of Sofradir and ULIS, offers an extensive catalogue of infrared detectors that covers the entire electromagnetic spectrum from near to very far infrared. The company's IR detectors have been used in a large number of military-grade products and military programs and can also be found in consumer-grade thermal imaging equipment manufactured and sold by leading brands worldwide. Lynred is Europe's leading manufacturer of IR detectors deployed in space.

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¹ According to an article in *L'Usine Nouvelle* magazine, Sept 23, 2020: *Féminisation de l'industrie, la bataille des stéréotypes* <https://www.usinenouvelle.com/editorial/feminisation-de-l-industrie-la-bataille-des-stereotypes.N1007074>