

APPOINTMENTS PRESS RELEASE

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Appointments to the Legrand Group Executive Committee

Legrand announces the arrival of three new members of its Executive Committee: **Blandine Antoine**, Executive VP Products and Technology, **Delphine Bazaud**, Executive VP Operations, and **Juan Moreno-Alamo**, Executive VP Strategy, Brands and Digital.

These new members complete the Executive Committee's existing team of already varied backgrounds and skills. They will play a key role in the roll-out of the 'Ambition 2030' plan, designed to speed up growth, enhance operational performance and support the sustainable transformation of the Group's activities by aiming for the landmark of €15 billion in sales by 2030.

The Executive Committee henceforth comprises 11 members with 4 different nationalities.

On the occasion of these appointments, Benoît Coquart, Legrand CEO, stated: *"With this reinforced management team combining solid experience and complementary skills, we are ideally equipped to deploy our strategic priorities and implement our 'Ambition 2030' plan to support the sustainable expansion of Legrand's activities."*

BIOGRAPHY OF BLANDINE ANTOINE, EXECUTIVE VP PRODUCTS AND TECHNOLOGY

Blandine Antoine joined Legrand in 2024 as Group VP Strategic Planning after working in strategy advice at McKinsey & Company and subsequently in sales strategy and management at US home automation company iRobot, in both the US and the UK.

In 2026, Blandine Antoine took charge of Legrand's Products and Technology Department.

Born in 1982, of French and American citizenship, Blandine Antoine is a graduate of Ecole Polytechnique and the University of California, Berkeley. She also holds a Master's degree in Public Policies from Ecole Nationale des Ponts et Chaussées and a doctorate in engineering from the Massachusetts Institute of Technology.

BIOGRAPHY OF DELPHINE BAZAUD, EXECUTIVE VP OPERATIONS

Delphine Bazaud began her career at L'Oréal in 1998, successively holding positions in logistics, transport, production and industrial project management, both in France and in North America. In 2013, she joined Airbus, where she exerted responsibilities in production, supply chain, digitalisation and operational excellence. She later took charge of operational excellence for the commercial aircraft division, steering the worldwide development of its industrial system and the enhancement of its global performance.

In January 2026, Delphine Bazaud joined Legrand to take charge of its Operations Department.

Born in 1975, of French and Canadian citizenship, Delphine Bazaud is a graduate of École Centrale Paris and the Polytechnic University of Catalonia.



BIOGRAPHY OF JUAN MORENO-ALAMO, EXECUTIVE VP STRATEGY, BRANDS AND DIGITAL

Juan Moreno-Alamo joined Legrand in 2000. His career path encompasses positions in marketing, communications and strategy, including assignments in marketing and general management in the Middle East, Australia and Africa.

In 2023, he was appointed Legrand Group VP Strategy, Brands and Digital.

Born in 1974 and a Spanish citizen, Juan Moreno-Alamo studied at Complutense University in Madrid and at Paris-Dauphine University, and holds a Global Executive MBA from INSEAD.

ABOUT THE LEGRAND GROUP

Legrand is the global specialist in electrical and digital building infrastructures. Its comprehensive offering of solutions for residential, commercial, and datacenter markets makes it a benchmark for customers worldwide. The Group harnesses technological and societal trends with lasting impacts on buildings with the purpose of improving life by transforming the spaces where people live, work and meet with electrical, digital infrastructures and connected solutions that are simple, innovative and sustainable. Drawing on an approach that involves all teams and stakeholders, Legrand is pursuing a strategy of profitable and responsible growth driven by acquisitions and innovation, with a steady flow of new offerings that include products with enhanced value in use (energy and digital transition solutions: datacenters, digital lifestyles and energy transition offerings). Legrand reported sales of €8.6 billion in 2024. The company is listed on Euronext Paris and is a component stock of the CAC 40, CAC 40 ESG and CAC Transition Climat indexes (code ISIN FR0010307819). <https://www.legrand.com>

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BIOGRAPHIES OF OTHER EXECUTIVE COMMITTEE MEMBERS**Benoît Coquart, Chief Executive Officer**

Born in 1973, Benoît Coquart is a graduate of the Paris Institute of Political Studies (Sciences Po Paris) and ESSEC business school. He joined Legrand after graduation in 1997 to manage the Group's activities in South Korea. He went on to head Investor Relations and pursued his career with the Group, successfully holding various positions, including Group VP Corporate Development (M&A), Group VP Strategy & Development and VP France. Benoît Coquart has been a member of the Executive Committee since 2010 and was appointed Chief Executive Officer in 2018.

Bénédicte Bahier, Executive VP Human Resources

A graduate of ESSEC business school and a qualified lawyer, Bénédicte Bahier began working in 2002 as a business lawyer with the law firm Linklaters. She joined Legrand in 2007 as legal expert in charge of corporate and governance related aspects, before holding positions as Risk Manager and Legal Manager. She was appointed Group VP Legal Affairs in 2012, joined the Executive Committee in 2013 and became Executive VP Human Resources in 2018.

Antoine Burel, Deputy Chief Executive Officer in charge of Operations

Born in 1962, Antoine Burel is a graduate of ESC Rouen (NEOMA) and holds a DECF degree in accounting and finance. He joined Legrand in 1993. After several experiences in Group subsidiaries, he was appointed Head of Group Finance Control in 2005. In 2008, he became Group Chief Financial Officer and joined the Executive Committee. In January 2019, he was appointed Deputy Chief Executive Officer in charge of Group Operations. He supervises the Products and Technology Department which covers offer marketing, R&D and innovation, as well as the Operations Department which covers purchasing, manufacturing and the supply chain.

Jean-Luc Cartet, Executive VP Asia-Pacific, Middle East, Africa & South America

Born in 1967, Jean-Luc Cartet joined the Group in 1992. He held several management positions in the French Sales Network, before moving to the Group Marketing Department, later the Strategy & Development Department, where he was in charge of the residential business unit. In 2011, he took charge of the Spanish subsidiary, and later of Spain and Portugal. In 2015, he was appointed to head the Group's Brazilian subsidiary, before being put in charge of the South America area. In 2018, he was appointed Zone VP Asia-Pacific, Middle East, Africa & South America. He joined the Executive Committee in January 2019.

Brian DiBella, President & Chief Executive Officer of Legrand North & Central America

Born in 1972, Brian DiBella holds an MBA from the University of Virginia Darden School of Business and received his bachelor's degree from the University of Connecticut. He joined Legrand North & Central America (LNCA) in 2004 as Chief Information Officer after holding various management consulting positions with PwC and Arthur Andersen. At LNCA, Brian advanced to being President of two of the region's largest divisions and in 2024 was named LNCA President and CEO and a member of the Legrand Executive Committee.



Virginie Gatin, Executive VP Corporate Social Responsibility

Born in 1975, Virginie Gatin is a graduate of HEC business school and the London School of Economics and holds a master's degree in Sustainable Development from Paris Dauphine. She started her career in 2001 in international marketing, working for various luxury goods companies (Puig, then LVMH). In 2011, she joined the JC Decaux group as Sustainable Development and Quality Director. She was put in charge of the sustainable development strategy for Heineken before joining Mondelez where she deployed in particular the Group's CO2 emission reduction program. On August 30, 2021, she was appointed Executive VP Corporate Social Responsibility at Legrand and became a member of the Executive Committee.

Franck Lemery, Executive VP & Chief Financial Officer

Born in 1967, Franck Lemery is a graduate of the French business school ESCP Europe and holds a DESCF in accounting and finance. He worked as an auditor at Ernst & Young before joining Legrand in 1994. He first served as Group internal auditor and then successively as CFO of several Group entities. He was appointed Head of Group Finance Control in 2008 and was later also put in charge of internal control and risk management. In 2014, Franck Lemery became Group VP Operations Performance. He has been the Group CFO and a member of the Executive Committee since January 1, 2019.

Frédéric Xerri, Executive VP Europe

Born in 1969, Frédéric Xerri joined Legrand in 1992, holding various positions in marketing in Germany and at Group level until 1999, when he took charge of a Strategic Business Area at the Group Marketing Department. In 2003, he moved to Russia as Sales Director, before being appointed Country Manager Russia & CIS in 2005. He moved to the Export Department in 2010, taking on the position of Deputy VP Export before being appointed Group VP Export in 2012. In 2018, he was appointed Executive VP Europe.