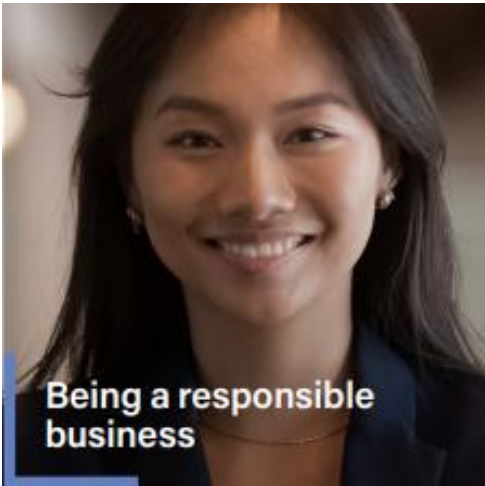
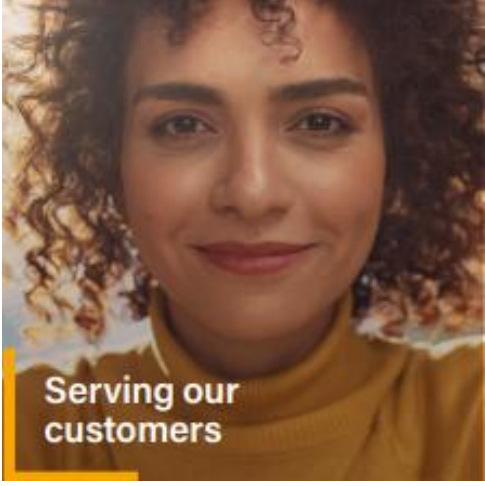
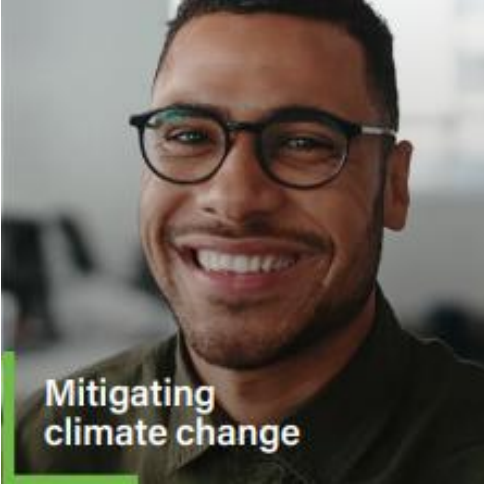
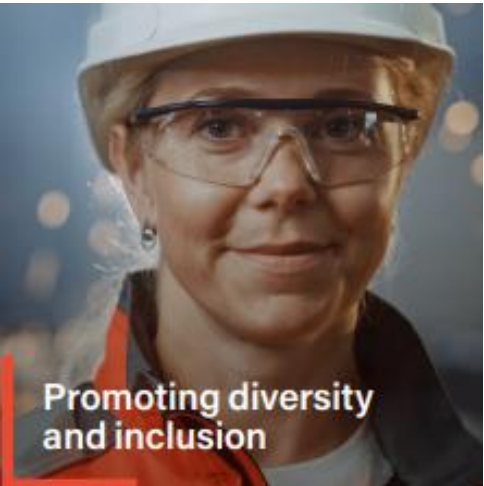




2025

NON-FINANCIAL
RESULTS

OUR 5 MAIN AREAS OF ACTION TO IMPROVE LIVES



For Legrand, diversity and inclusion are a source of sustainable performance and prosperity.

Reducing the Group’s carbon footprint is a key priority in order to fight climate change.

Adopting the principles of a circular economy into Legrand’s activities is at the heart of the Group’s sustainable development approach.

Putting our customers at the heart of our concerns is essential if we are to meet their expectations.

Listening to and respecting stakeholders constitutes the foundation of Legrand’s development model.

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



Legrand’s 2025-2027 CSR Roadmap contributes to 9 of the 17 SDGs set out by the UN for a better and more sustainable future for all.



KEY EVENTS 2025



Recognition of Legrand's CSR and philanthropic commitments

Legrand's CSR commitment



Launch of the 6th CSR Roadmap for the period 2025-2027.

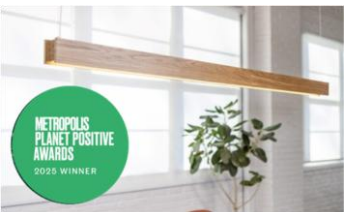


Legrand receives the "Grand Prix Durabilité 2023-2025" from AGEFI, which illustrates the Group's ability to mobilize to achieve or even exceed the objectives set.



Legrand receives the "Grand Prix de la Philanthropie – Long-Term Partnership Award" for its commitment to *Electriciens sans frontières* since 2007.

Legrand's sustainable products rewarded



Awarded the "Planet Positive Award" in the "Architectural Lighting" category for its Renew range marketed by Pinnacle Architectural Lighting. This range incorporates sustainably sourced wood and can be completely dismantled at the end of its life.



Legrand North and Central America receives the Sustainability Leadership Award, which honors organizations that integrate CSR principles into their growth model.

2025-2027 CSR ROADMAP

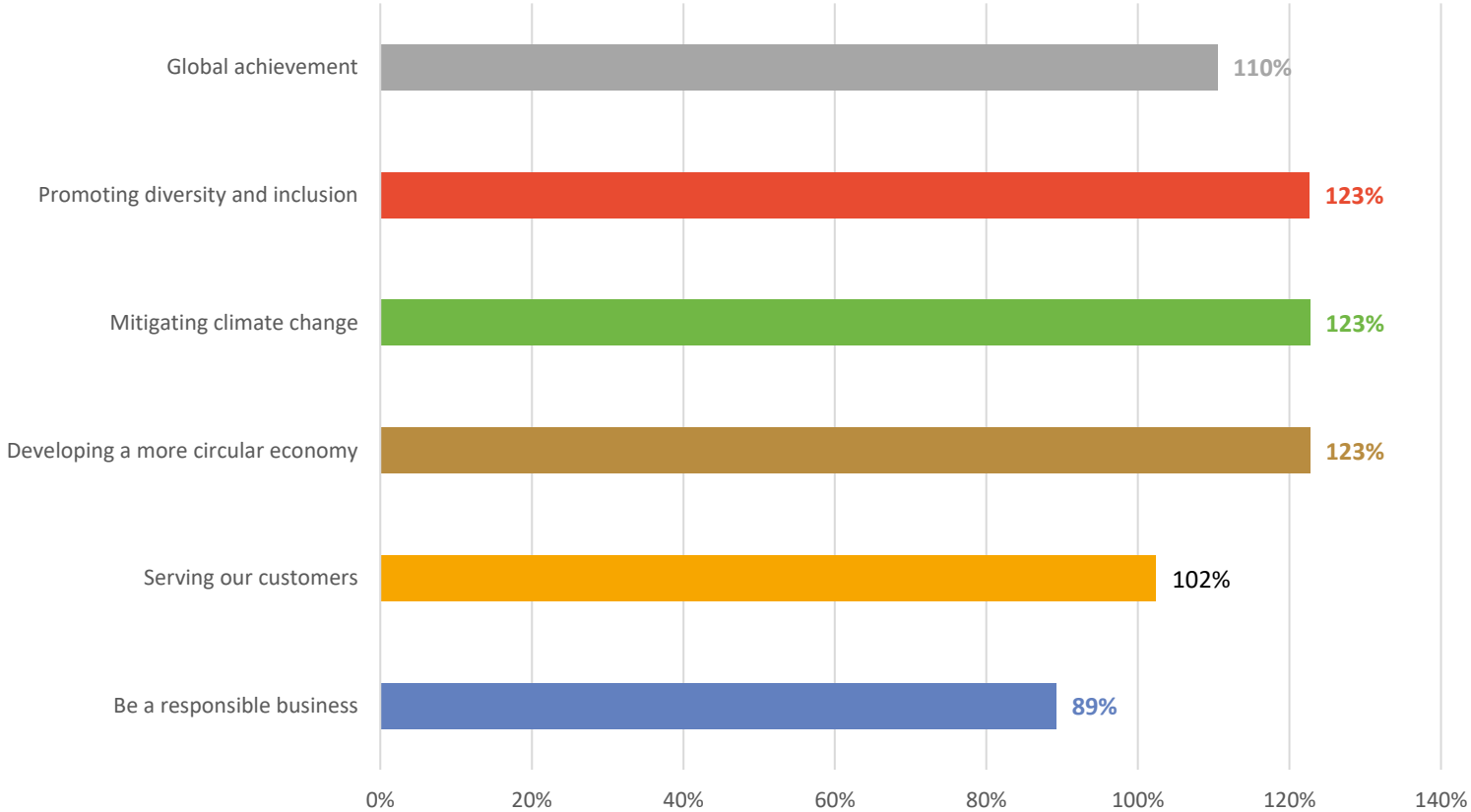
Achievements per axis – end of 2025



AVERAGE ACHIEVEMENT
RATE IS

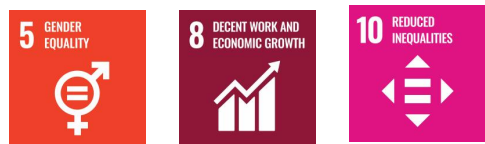
110.5%

VERSUS 2025
OBJECTIVES



2025-2027 CSR ROADMAP

2025 achievements



Indicators	2025 Objectives	2025 Results	2027 Objectives
Gender diversity: Reaching 35% of management positions (Hay Grade 14+) held by women	31.8%	31.3%	35%
Diversity & Inclusion label (GEEIS): Having 100% of the workforce working in a “Diversity & Inclusion” labelled organization	19%	19.5%	100%
Employability of early-in-careers: Offering 4,000 new opportunities to early-in-careers each year	4,000	5,577	4,000
Supplier Diversity & Inclusion: Developing 100 additional business streams with suppliers committed to Diversity & Inclusion	30	69	100

2025-2027 CSR ROADMAP

2025 achievements



Indicators	2025 Objectives	2025 Results	2027 Objectives
Direct and indirect GHG* emissions (Scope 1&2): Reducing the Group’s Scope 1&2 GHG emissions by 10% compared with 2024	-3.5%	-18.7%	-10%
Indirect GHG emissions (Scope 3): Reducing GHG emissions from our suppliers’ operations by an average of 30%, representing 70% of our purchased goods emissions	Weight of Supplier emissions covered by a public commitment % of reduction of suppliers GHG emissions commitment	47.2% -33.6%	70% -30%

**GHG: Greenhouse Gas Emission*

2025-2027 CSR ROADMAP

2025 achievements

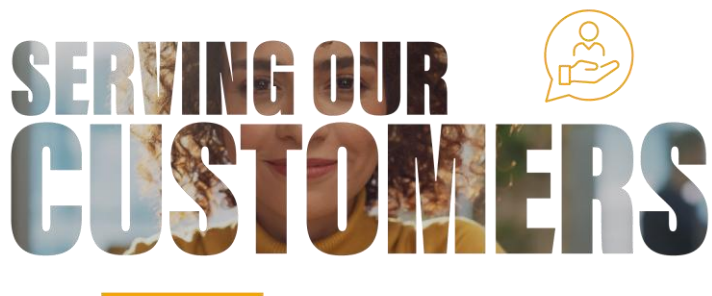


Indicators	2025 Objectives	2025 Results	2027 Objectives
Eco-designed products: Reaching 50% of new and redesigned projects (product families) compliant with Legrand’s eco-design index criteria*	20%	57.6%	50%
Sustainable materials: Using 37% sustainable materials in products manufactured by the Group	35%	36.7%	37%
Single-use plastic: Removing 80% of primary plastic packaging in manufactured products (by weight)	-30%	-34%	-80%

* Compliant with the Legrand’s eco-design index means that the project must follow Legrand’s Eco-design process, cannot include Single-Use-Plastic in packaging, has to be compliant with all environmental regulations and at least reduce GHG emissions or improve the Reparability Index of the project..

2025-2027 CSR ROADMAP

2025 achievements



Indicators		2025 Objectives	2025 Results	2027 Objectives
Avoided customer CO₂ emissions (Scope 4): Avoiding the emission of 20 Mt CO ₂ e over 3 years thanks to Legrand’s energy efficiency offers		6Mt	6Mt	20Mt
Customer Experience: Maintaining a rate of 80% satisfied customers (CSAT) and an NPS of 50	CSAT	80%	80%	80%
	NPS	50	54	50
Environmental declarations: Covering 72% of the Group’s annual sales with Product Sustainability Profiles		72%	74.3%	72%

2025-2027 CSR ROADMAP

2025 achievements



Indicators		2025 Objectives	2025 Results	2027 Objectives
Human rights and our suppliers: Achieving 100% of major suppliers engaged and compliant with the Ecovadis Human Rights score and 100% of at-risk suppliers engaged	Commitment of major suppliers	50%	83.8%	100%
	Commitment of at-risk suppliers	50%	81.3%	100%
Business ethics and compliance: Pursuing Legrand’s commitment to business ethics: framing, training and complying		100%	98.7%	100%
Occupational health & safety: Introducing the FR2t (frequency rate of work accidents with and without lost time, including temporary workers) and reducing it by 20% by 2027 compared to 2024		-7%	-3.4%	-20%
Employability and skills development: Training 90% of employees annually and achieving 10 hours of annual training for each employee by 2027		90% 8h	97.3% 8h	90% 10h

A WELL-RECOGNIZED CSR PERFORMANCE



CDP Climate
“A” list



“Platinum” rating
[Top 1% - all companies]



“Prime” Statut
since 2011



“Low risk”
4th out of 304
companies in
Electrical Equipment



“AA” rating
since 2013



FTSE4Good

Constituent
since 2007



Score : 67/100



Dow Jones
Sustainability Indexes

DJSI World
& DJSI Europe
[Score ESG : 66]



EURONEXT

Euronext Eurozone 120
Euronext Europe 120
CAC 40 ESG
CAC SBT 1.5