

Quality, Health & Safety and Environmental policies update

Legrand is the global specialist in electrical and digital building infrastructures. The Group operates in nearly 90 countries and employs around 38,000 people worldwide.

Developed over more than 150 years of history, our purpose is to improve lives by transforming the spaces where people live, work and meet, with electrical and digital infrastructures and connected solutions that are simple, innovative and sustainable.

Guaranteeing the quality of our products and services, safeguarding the health and safety of our employees and customers, and protecting the environment are key elements of our company's success. To meet these challenges, Legrand's Quality, Health & Safety and Environmental policies have been in place for many years and are updated in 2024.



Quality
Policy



Occupational
Health & Safety Policy



Environmental
Policy



Quality Policy

Quality is a major requirement for Legrand, which places customer satisfaction and protection at the heart of its priorities. In a technologically fast-changing and highly competitive environment, Legrand is constantly adapting its quality approach and implementing continuous improvement plans to guarantee the quality of its products and services over the long term, thereby transforming its quality policy into a decisive competitive advantage for its development strategy.

Legrand's quality policy covers three main objectives:

Satisfying and retaining our customers, and seizing opportunities to conquer new markets

- Remaining constantly attentive to market needs and user feedback (security, reliability, robustness, ease of implementation and use, etc.),
- Securing the quality level of our products and services by integrating quality risk management as early as possible in the offer creation process, considering the entire life cycle of our solutions, as well as compliance with our sustainable development commitments,
- Taking into account, beyond the product, the installation, use and maintenance steps,
- Integrating technological developments and the need for services related to our high-growth segments: connected devices, energy efficiency, datacenters, etc.

Ensuring that our commitments are met

- Promoting risk analysis tools and rolling out the Legrand Way (continuous improvement strategy, standards and tools),
- Ensuring fulfilment of standards, our requirements and those of our stakeholders,
- Organising, measuring and monitoring our processes throughout our value chain,
- Implementing a rapid, proportionate action plan to address the risks detected.

Encouraging the accountability of all persons involved in our processes

- Making sure our employees are committed to applying this quality policy,
- Developing our knowledge and skills in our current and future business areas,
- Rolling out proactive quality approaches focused on our customers' expectations as early as possible in our processes,
- Involving and empowering our suppliers as soon as possible.

Legrand's quality policy is supported by a continuously improving quality management system based on processes and tools rolled out throughout our organisation in accordance with the ISO 9001 standard.

The targets associated with this policy are set out in the Legrand Group CSR roadmap.

Benoît COQUART • CEO

PREVENTION CHARTER



Occupational Health & Safety Policy

Occupational Health and Safety are an absolute priority for the Legrand Group which firmly believes that providing safe and healthy working conditions and a good quality of life at work is both a duty with regard to its employees and crucial to its overall performance. Every Group employee needs to feel responsible for their own safety and that of others, thereby contributing to our company purpose: "improving lives". With this in mind, every one of us must undertake to comply strictly with safety rules at all times and in everything we do.

To reinforce this approach and respond to the expectations of its internal and external stakeholders, Legrand deploys its occupational health and safety approach across the world, along four guiding lines:

Protecting our employees within a sustainable work environment

Detecting dangerous situations, eliminating hazards, reducing risks, and preventing occupational accidents and diseases are essential, and the necessary measures must be implemented on the basis of risk assessment and in strict compliance with Group standards and applicable law.

Incorporating occupational health and safety into all of our activities

Managers vouch for this approach, both on a day-to-day basis and in change management, supported by local prevention officers, and strive to be exemplary at all times.

Lastingly enhancing our performance and our management system

Sharing best practices, ensuring experience feedback and the search for possible improvements allow to enrich the Legrand Way and our occupational health and safety system based on the ISO 45001 standard. Third-party certification of the entities concerned guarantees the practical implementation of this policy.

Fostering accountability among all players and involving our partners

Developing both an individual and a collective safety culture represents a major stake in terms of ongoing progress, boosted by the participation of employees, by consulting them or their representatives and by involving all of our economic chain.

The objectives related to this policy are detailed in the Legrand Group's CSR roadmap.

Benoît COQUART • CEO



Environmental Policy

(1) <https://www.legrandgroup.com/en/our-commitments/reduce-our-carbon-footprint>
 (2) <https://www.legrandgroup.com/en/investors-and-shareholders/annual-report-and-registration-document/2022>

Reducing the Group's environmental impacts throughout its value chain, including those of its sites, operations, suppliers and partners, is a priority.

Legrand's key environmental commitments

- Participate in the fight against climate change by contributing to collective carbon neutrality by 2050,
- Protect the environment and prevent all forms of pollution,
- Reduce the environmental impacts of our sites,
- Provide our customers with eco-designed products and services that enable them to reduce their energy consumption,
- Comply with all applicable environmental laws and regulations in all countries where it operates.

The concrete measures and quantified objectives linked to these commitments

- The reduction of the Group's greenhouse gas emissions by 2030: -50% of Scope 1&2 emissions and -15% of Scope 3 emissions, validated by the *Science Based Targets initiative* (SBTi). The objectives for 2024 are presented in Legrand's CSR Roadmap⁽¹⁾,
- The reduction of 10 other environmental impacts:
 - By integrating circular economy principles, including eco-design, in the product development phase,
 - By limiting waste production, improving waste sorting on industrial sites and gradually increasing the rate of recycled waste,
 - By continuing to reduce water consumption and optimize water recycling and by combating air pollution by limiting emissions of Volatile Organic Compounds (VOCs).

The involvement of the Group's stakeholders in this approach

Legrand promotes and encourages:

- The involvement of Group employees and the development of their awareness of environmental issues, to enable everyone to have the tools to act to preserve the environment,
- Sharing good practices, including in the Legrand Way Climate, and emulation with internal and external partners and stakeholders,
- The deployment by the Research and Development teams of eco-design principles and the latest scientific knowledge allowing, among other things, the substitution of dangerous substances, harmful to human health and the environment.

This environmental approach also applies to the Group's suppliers and subcontractors. It is integrated into the supplier selection, approval, and performance and risk management processes and in the life cycle cost of products and materials purchased approach (CCV), based on ISO 20400.

ISO 14001 certification

The Group is committed to the ISO 14001 certification, a mandatory certification for all industrial sites with more than 25 FTE (Full-Time Equivalent), for logistics sites of more than 5000 m² and for administrative sites of more than 200 FTEs in the mid-term, unless otherwise specified. The Group also encourages its suppliers to deploy this certification.

Results

The Group reports annually on its progress on the objectives it has set itself and shares the most emblematic examples of the actions implemented in its Universal Registration Document⁽²⁾.

Benoît COQUART • CEO