



CORPORATE SOCIAL
RESPONSIBILITY
LEGRAND



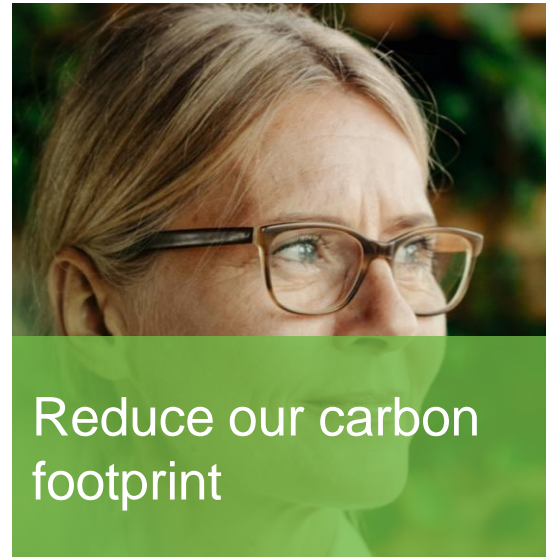
NON-FINANCIAL RESULTS 2024



OUR 4 MAIN AREAS OF ACTION TO IMPROVE LIVES



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



It is urgent to reduce the Group's carbon footprint in order to fight climate change.



Integrating a circular economy approach into Legrand's activities is a major component of the Group's sustainable development.



Acting responsibly means respecting and supporting all stakeholders, including employees and customers.

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



SUSTAINABLE DEVELOPMENT GOALS

Legrand's 2022-2024 CSR roadmap contributes to 10 of the 17 SDGs set out by the UN for a better and more sustainable future for all.



KEY EVENTS 2024



20 years of CSR at Legrand
In 2004, Legrand created a sustainable Development function.
Since then, 5 CSR Roadmaps have been launched



Legrand validates its Net-Zero 2050 commitment with SBTi: with a 90% reduction of its greenhouse gas emissions (Scope 1, 2 and 3) between 2022 and 2050



GEEIS-Diversity (Gender Equality European & International Standard-Diversity) certification of 22 new perimeters in 2024 bringing the number of countries certified to 60 since 2020



Inclusion in the CDP Climate Change "A list" - "Best practice transparency and performance"



Legrand tops the 2024 CAC 40 Climate Trajectory Rankings by *Les Ateliers du Futur*



10 years of Legrand Foundation
Since 2014 :
- 150 projects supported in France
- 42,000 beneficiaries
- 900 days of volunteer work carried out by 530 employees

2022-2024 CSR ROADMAP

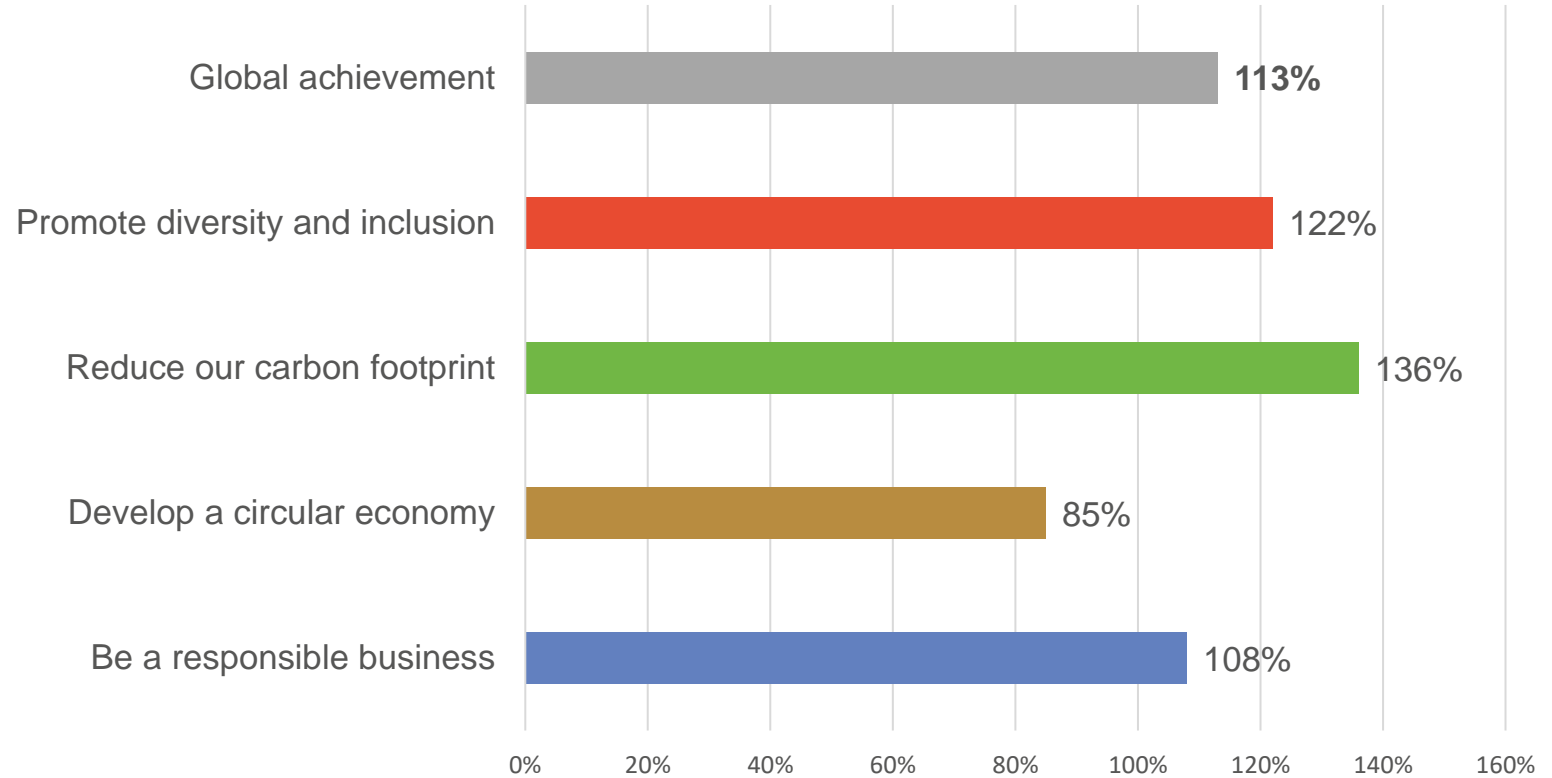
Achievements per axis – end of 2024



AVERAGE ACHIEVEMENT
RATE IS

113%

VERSUS 2024
OBJECTIVES

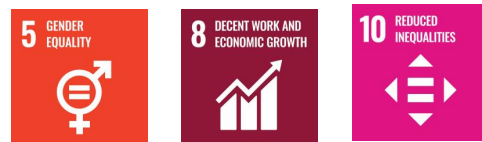


2022-2024 CSR ROADMAP

2024 Achievements



PROMOTE DIVERSITY & INCLUSION



Indicators	2022 Results	2023 Results	2024 Objectives	2024 Results
Gender diversity: Achieve a level of 30% of management positions filled by women	28.5%	29.1%	30%	30.5%
'Diversity & Inclusion' labelling: Achieve a level of 80% of the workforce working at an entity holding the 'Diversity & Inclusion' label	44.5%	67.5%	80%	94.0%
Employability of Early-in-careers: Offer 4,000 new opportunities to Early-in-careers each year	3,875	4,171	4,000	4,277
Diversity and inclusion among suppliers: Develop 200 additional businesses with suppliers qualified as "Diversity & Inclusion"	71	182	200	321

2022-2024 CSR ROADMAP

2024 Achievements



REDUCE OUR CARBON FOOTPRINT



Indicators	2022 Results	2023 Results	2024 Objectives	2024 Results
CO₂ emissions avoided for our customers: Thanks to the Group's Energy Efficiency solutions, enable our customers to avoid the emission of 12 million tons of CO ₂	4.2 Mt	9.5 Mt	12 Mt	14.8 Mt
Direct and indirect CO₂ emissions (scopes 1 & 2): Reduce the Group's CO ₂ emissions within scopes 1 and 2 by 10% each year through energy efficiency improvements at our manufacturing sites and renewable energy deployment	-15%	-39%	-30%	-53%
Indirect CO₂ emissions (scope 3): Encourage at least 250 key suppliers to have an official CO ₂ emission reduction target of 30% on average by 2030	111 -127 ktCO ₂ e	195 -215 ktCO ₂ e	250 -400 ktCO ₂ e	327 -341 ktCO ₂ e

2022-2024 CSR ROADMAP

2024 Achievements



**DEVELOP A
CIRCULAR
ECONOMY**



Indicators	2022 Result	2023 Result	2024 Objective	2024 Result
Use of recycled materials: Achieve a rate of:				
- 15% recycled plastics	5.4%	5.6%	15%	10.0%
- 40% recycled metals	19.4%	32.1%	40%	44.4%
in products manufactured by the Group				
Phase out single-use plastic: Eliminate 100% of single-use plastic in:				
- plastic flow pack packaging	- 2.1%	-12.2%	-100%	-23,2%
- expanded polystyrene packaging	-31.7%	-82.1%	-100%	-99.3%
Environmental declarations: Cover 72% of the Group's annual sales with Product Sustainable Profiles	69%	73%	72%	75%

2022-2024 CSR ROADMAP

2024 Achievements



BEA RESPONSIBLE BUSINESS



Indicators	2022 Result	2023 Result	2024 Objective	2024 Result
Customer satisfaction: Achieve 90% of sales made to satisfied customers (satisfaction surveys)	90%	92%	90%	93.5%
Business ethics/compliance: Continuing Legrand's commitment to business ethics: framing, training and complying	98.5%	98%	100%	98%
Employability and skills development: Provide training for 85% of employees each year and attain 7 hours of annual training for each employee	5h 95,8%	6h 95.5%	7h 85%	7h 95.5%
Safe workplace: Reduce the workplace accident frequency rate by 20% (FR2)	-14.3%	-18.9%	-20%	-25.8%
Expanded social coverage: Expand the Serenity On program to cover 100% of employees	77%	90%	100%	96.5%

A WELL-RECOGNIZED CSR PERFORMANCE



CDP Climate Change
"A" list



"Gold" rating
[Top 5% - all companies]



"Prime" Statut
since 2011



"Low risk"
10 out of 300
companies in
Electrical Equipment



"AA" rating
since 2013



FTSE4Good

Constituent
since 2007



Score : 67/100



DJSI World
& DJSI Europe
[Score ESG : 68]



EURONEXT

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