

Limoges, March 25, 2025

Legrand launches its 6th CSR roadmap¹ covering 2025-2027

The investors CSR digital event held on March 25, 2025, is the opportunity for Legrand to launch its 6th CSR roadmap for the period 2025-2027. In the presence of Benoît Coquart, CEO, Virginie Gatin, EVP CSR and Franck Lemery, CFO, this event is broadcast live and will be available for replay on the Group's website www.legrandgroup.com.

A commitment built on 5 pillars until 2027

Fully integrated into the Group's performance and value-creation strategy, and considered a decisive competitive advantage, this ambitious roadmap sets out Legrand's CSR priorities for the next 3 years. It is broken down into 5 pillars:

- **Promoting diversity and inclusion**, including aiming for:
 - o a rate of 35% of management positions (Hay Grade 14 and above) held by women, i.e. an increase of almost 15% compared with 2024,
 - o 4,000 new opportunities offered annually to early-in-careers,
- **Mitigating climate change**, in line with the Group's SBTi commitment, through:
 - o a reduction of -10% in the Group's direct and indirect greenhouse gas (GHG) emissions (Scopes 1&2) compared to 2024 levels,
 - o an average reduction of -30% in the GHG emissions of our suppliers' operations representing 70% of emissions related to purchased goods (Scope 3),
- **Developing a more circular economy**, with initiatives such as:
 - o focusing on product eco-design, to achieve 50% of projects of new or redesigned product ranges meeting Legrand's eco-design index criteria,
 - o using over 1/3 of sustainable materials, including recycled materials, in products manufactured by the Group,
- **Serving our customers**, with objectives including:
 - o enabling our customers to avoid the emission of 20 million tons of CO₂ over the 3 years of the roadmap,
 - o providing a top-notch customer experience, with a satisfaction rate of 80% (CSAT) and a Net Promoter Score (NPS) of 50,
- **Being a responsible business**, including:
 - o committing to reducing the rate of accidents with and without stoppage by 20%, now also including temporary workers (FR2t rate),
 - o increasing employability and developing skills, with 90% of employees receiving 10 hours of training by 2027.

2030 ambitions

Legrand's 6th CSR roadmap is fully aligned with its 2030 ambitions, which, in addition to the financial ambitions presented in September 2024², aim to:

- reach **1/3 of key management positions** (Hay Grade 20 and above) **held by women** (vs. 27.8% in 2024),
- **reduce GHG emissions** by **-42% for Scopes 1&2** and by **-25% for Scope 3**³,
- **eliminate 100% of plastics in primary and secondary Legrand packaging**,
- **enable its customers to avoid the emission of 70 million tons of CO₂** through its energy efficiency products and services (Scope 4) between 2020 and 2030,
- **ensure 80% of its revenue is generated from eco-responsible solutions**⁴.

Mobilizing all its employees as well as its ecosystem of customers and suppliers, this new CSR roadmap reflects Legrand's determination to build a more sustainable future.

¹ CSR: Corporate Social Responsibility

² For more information, see Legrand's documents published in the following section: [Capital Markets Day 2024 - Legrand](#)

³ At current scope compared to 2022

⁴ Sales of energy-efficient products and products covered by product sustainability profiles (PSP)



The detailed presentation, shared during the event, as well as the link to the webcast and the Q&A session are available on the Legrand website at [CSR Capital Markets Day 2025 - Legrand](#).

KEY FINANCIAL DATES :

- 2025 first-quarter results : May 7, 2025
- “Quiet period¹” starts : April 7, 2025
- General Meeting of Shareholders : May 27, 2025
- Ex-dividend date : May 29, 2025
- Dividend payment : June 2, 2025
- 2025 first-half results : July 31, 2025
- “Quiet period¹” starts : July 1, 2025

ABOUT LEGRAND

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 SBT 1.5 indexes. (code ISIN FR0010307819).

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Details on risks are provided in the Legrand Universal Registration Document filed with the Autorité des marchés financiers (Financial Markets Authority, AMF), which is available on-line on the websites of both AMF (www.amf-france.org) and Legrand (www.legrandgroup.com).

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¹ Period of time when all communication is suspended in the run-up to publication of results