

COMPLIANCE



COMMITMENT OF LEGRAND RSA

At Legrand, acting with integrity is fundamental to who we are. Being a responsible business means operating with transparency, respecting all stakeholders, and embedding ethics at the core of our decisions and relationships.

This commitment reflects our ambition to build a sustainable and responsible future, improving people's lives, and is a key foundation for our Group's long-term success.

To uphold this responsibility, we must all consistently observe the rules of our Compliance Program, which you can consult in detail on the [COMET > Compliance intranet](#) and in your local intranet:

- **Anti-Corruption:** We do not tolerate bribery or any form of improper influence in our interactions with suppliers, distributors, installers, partners, or public authorities.
- **Fair Competition:** As a leader in our industry, we compete relentlessly, but always fairly. We never engage in price-fixing, market allocation, or share sensitive information with competitors.
- **Embargoes & Trade Compliance:** As a global group, we strictly comply with all sanctions, embargoes, and export-control regulations that apply to our products and technologies.
- **Fraud Prevention:** Internal and external fraud, in all its forms, undermines our values and the trust placed in us. Please do not hesitate to speak up if you notice anything suspicious.

As a member of the Executive Committee, I reaffirm my personal commitment to our Compliance program, to lead by the example, and to support our sustainable growth rooted in our business ethics.

I ask each of you to attentively follow Compliance trainings and be aware of rules and procedures applicable in your daily activities. Please do raise your concerns when something does not seem right, either to your line manager, to the Compliance Officer of our entity, or to the Group Compliance Officer. You can also always use the secure and confidential [Signal'Ethic line](#).

Thank you for your continued dedication to integrity and responsibility.
Let's all keep upholding the principles that have defined Legrand for many years.

Sandton 28/08/2026

Denis Marangé
General Manager



OUR CULTURE, OUR COMMITMENT