



CORPORATE SOCIAL
RESPONSIBILITY
LEGRAND



NON-FINANCIAL RESULTS 2022

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 2022



Launch of the 5th CSR Roadmap 2022-2024



Ranking among the “World’s Best Employers” by Forbes and Statista for the third year in a row



Signing of the UN Standards of Conduct to tackle discrimination against LGBT+ people and an ‘Allié·es Leaders’ prize during the 4th edition of the LGBT+ Role Models and Allies of “L’Autre Cercle”



GEEIS-Diversity (Gender Equality European & International Standard-Diversity) certification of 8 new perimeters (United Arab Emirates, Italy, Germany and Austria, India, Peru, Southeast Asia, Iberia and Hungary), bringing the number of countries certified since 2020 to around 30



Commitment to reduce the Group’s energy consumption by 15% (target doubled) by end of 2023 while facilitating savings for its customers



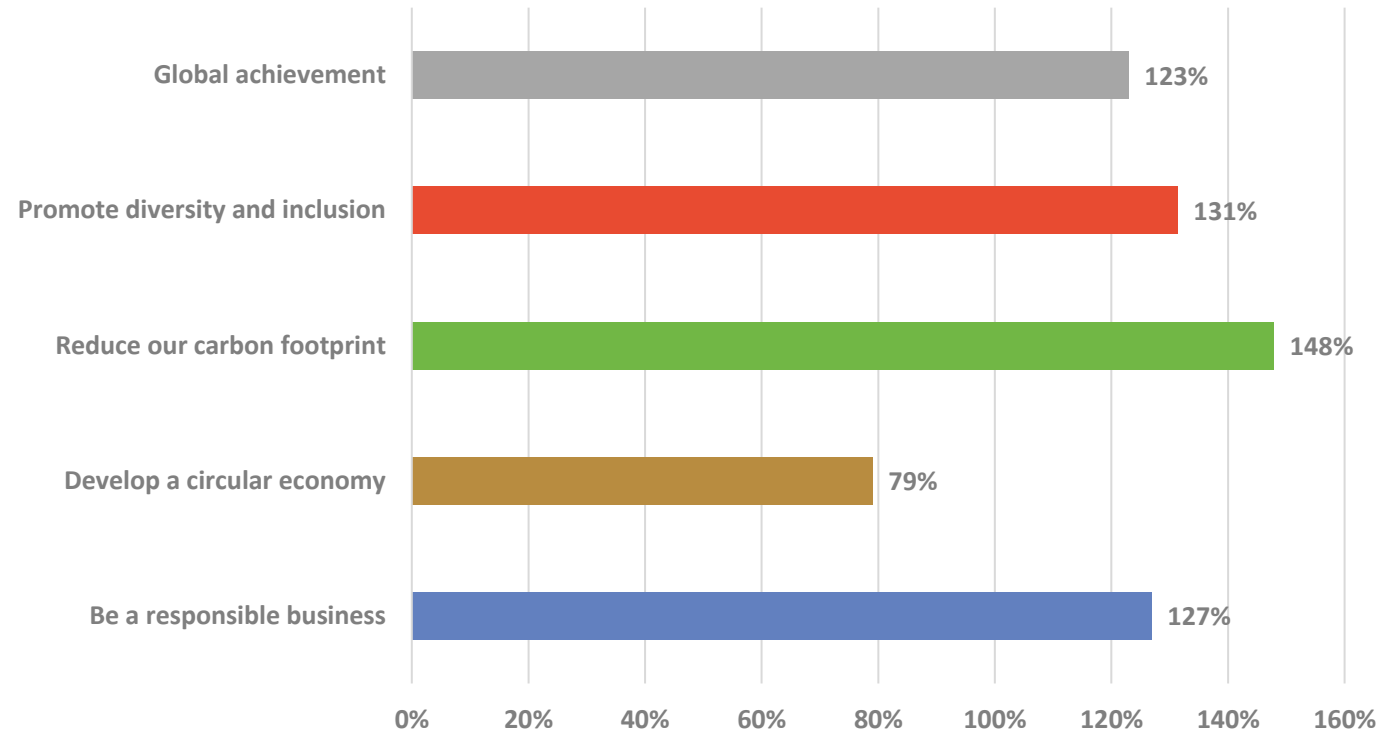
15 years of partnership with *Électriciens sans frontières*. Since 2007 : 265 electricity access or emergency aid projects in 44 countries, more than 3 million beneficiaries

2022-2024 CSR ROADMAP

Achievements per axis – end of 2022



AVERAGE ACHIEVEMENT
RATE IS
123%
VERSUS END OF 2022
OBJECTIVES

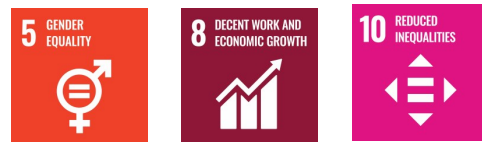


2022-2024 CSR ROADMAP

Achievements for 2022



PROMOTE DIVERSITY & INCLUSION



Indicators	2022 Objective	2022 Result	2024 Objective
Gender diversity: Achieve a level of 30% of management positions filled by women	27.7%	28.5%	30%
'Diversity & Inclusion' labelling: Achieve a level of 80% of the workforce working at an entity holding the 'Diversity & Inclusion' label	30%	44.5%	80%
Employability of Early-in-careers: Offer 4,000 new opportunities to Early-in-careers each year	4,000	3,875	4,000
Diversity and inclusion among suppliers: Develop 200 additional businesses with suppliers qualified as "Diversity & Inclusion"	40	71	200

2022-2024 CSR ROADMAP

Achievements for 2022



REDUCE OUR CARBON FOOTPRINT



Indicators	2022 Objective	2022 Result	2024 Objective
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 Mt	4.2 Mt	12 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	-10%	-15%	-30%
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	50	111	250

2022-2024 CSR ROADMAP

Achievements for 2022



Indicators	2022 Objective	2022 Result	2024 Objective
Use of recycled materials: Achieve a rate of: <ul style="list-style-type: none"> - 15% recycled plastics - 40% recycled metals in products manufactured by the Group	10%	5.4%	15%
	20%	19.0%	40%
Phase out single-use plastic: Eliminate 100% of single-use plastic in: <ul style="list-style-type: none"> - plastic flow pack packaging - expanded polystyrene packaging 	-10%	2.1%*	-100%
	-10%	-31.7%	-100%
Environmental declarations: Cover 72% of the Group's annual sales with Product Sustainable Profiles	70%	69%	72%

*the 2022 result at +2.1% is linked to an increase in sales volumes.

2022-2024 CSR ROADMAP

Achievements for 2022



BEA RESPONSIBLE BUSINESS



Indicators	2022 Objective	2022 Result	2024 Objective
Customer satisfaction: Achieve 90% of sales made to satisfied customers (satisfaction surveys)	90%	90%	90%
Business ethics/compliance: Continuing Legrand's commitment to business ethics: framing, training and complying	100%	98.5%	100%
Employability and skills development: Provide training for 85% of employees each year and attain 7 hours of annual training for each employee	5h 85%	5h 96%	7h 85%
Safe workplace: Reduce the workplace accident frequency rate by 20% (FR2)	-7%	-14.3%	-20%
Expanded social coverage: Expand the Serenity On program to cover 100% of employees	65%	77%	100%

A WELL-RECOGNIZED CSR PERFORMANCE



Inclusion since 2007



CDP climate change
“B” list



“Platinum” rating since 2021
[Top 1% - all companies]
“Gold” rating from 2016 to 2020



“Prime” Statut
since 2011



“Low risk”
3 out of 254 in Electrical
Equipment



“AA” rating
since 2013
[3rd among electrical
equipment companies]



Vigeo Euronext Eurozone 120
Vigeo Euronext Europe 120
since 2015
Score: 67/100



DJSI World & DJSI
Europe
[Score ESG: 81]



CAC 40 ESG
Equileap Gender Equality
Eurozone 100 and France 40
CAC SBT 1.5