



CORPORATE SOCIAL  
RESPONSIBILITY  
LEGRAND



# NON-FINANCIAL RESULTS 2023

# 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



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 2023



Inclusion in the CDP Climate Change "A- list" – "Leadership" level



Two "Grand Prix de l'Assemblée Générale et de la Mixité 2023" awarded to Legrand:  
- "Grand Prix" for value creation and sharing  
- "Grand prix" for diversity and mixity



GEEIS-Diversity (Gender Equality European & International Standard-Diversity) certification of 7 new perimeters (Benelux, Brazil, China, Poland, Mexico, Turkey, Australia / New Zealand), bringing the number of countries certified since 2020 to almost 40



Announcement of a €700 million sustainability-linked bond issue indexed on the Group's diversity goals and GHG reduction targets



Renewal of the signature of l'Autre Cercle's LGBT+ commitment charter and receipt of the "LGBT+ Role Model Leader" and "Allied Role Model Leader" awards



Earthquakes in Turkey, Syria and Morocco: support to UNICEF, Electriciens sans frontières and Croix Rouge to help local populations

# 2022-2024 CSR ROADMAP

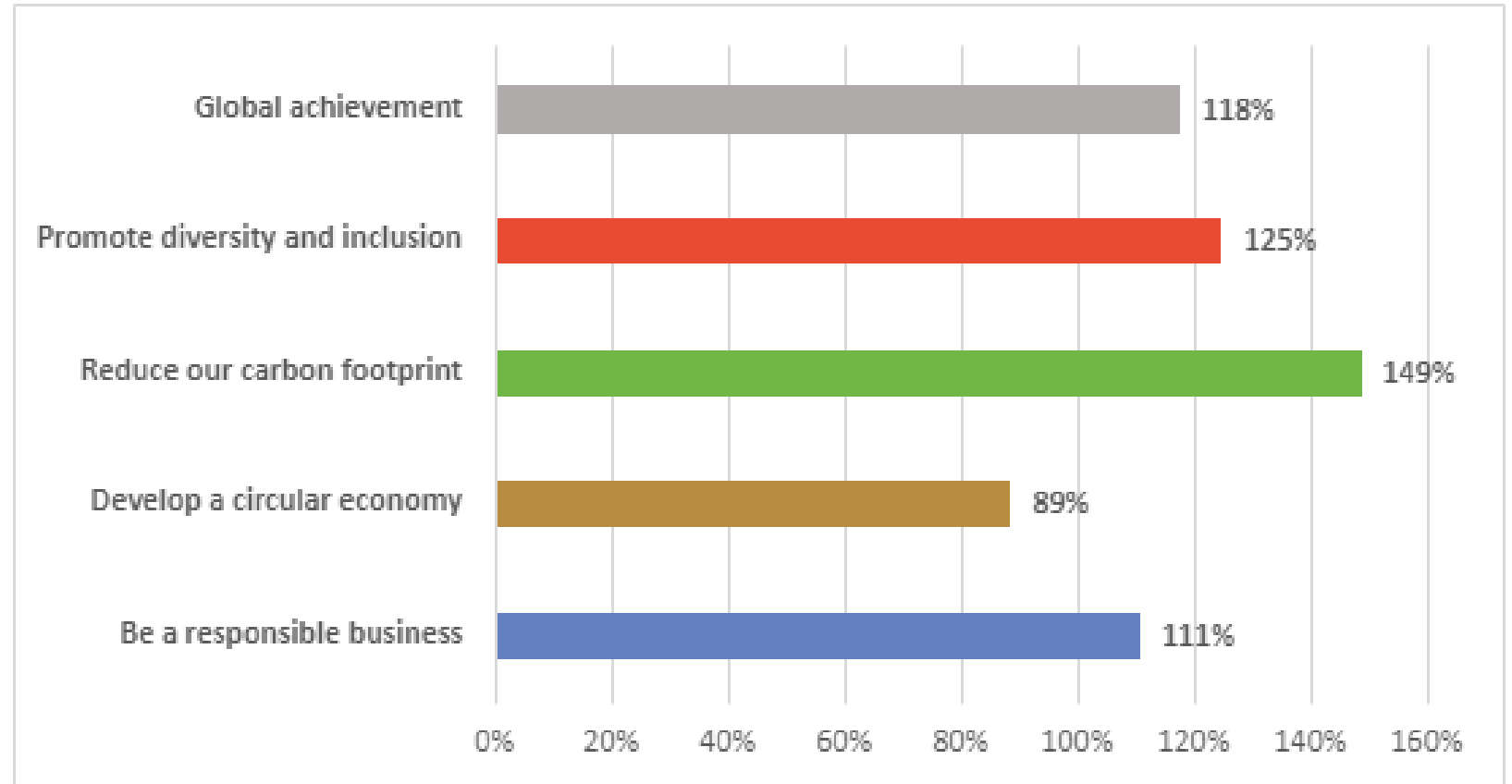
## Achievements per axis – end of 2023



AVERAGE ACHIEVEMENT  
RATE IS

**118%**

VERSUS 2023  
OBJECTIVES

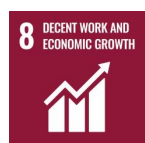


# 2022-2024 CSR ROADMAP

## Achievements for 2023



### PROMOTE DIVERSITY & INCLUSION



Indicators	2022 Result	2023 Objective	2023 Result	2024 Objective
<b>Gender diversity:</b> Achieve a level of 30% of management positions filled by women	28.5%	28.9%	29.1%	30%
<b>'Diversity &amp; Inclusion' labelling:</b> Achieve a level of 80% of the workforce working at an entity holding the 'Diversity & Inclusion' label	44.5%	60%	67.5%	80%
<b>Employability of Early-in-careers:</b> Offer 4,000 new opportunities to Early-in-careers each year	3,875	4,000	4,171	4,000
<b>Diversity and inclusion among suppliers:</b> Develop 200 additional businesses with suppliers qualified as "Diversity & Inclusion"	71	100	182	200

# 2022-2024 CSR ROADMAP

## Achievements for 2023



### REDUCE OUR CARBON FOOTPRINT



Indicators	2022 Result	2023 Objective	2023 Result	2024 Objective
<b>CO<sub>2</sub> emissions avoided for our customers:</b> Thanks to the Group's Energy Efficiency solutions, enable our customers to avoid the emission of 12 million tons of CO <sub>2</sub>	4.2 Mt	8 Mt	9.5 Mt	12 Mt
<b>Direct and indirect CO<sub>2</sub> emissions (scopes 1 &amp; 2):</b> Reduce the Group's CO <sub>2</sub> emissions within scopes 1 and 2 by 10% each year through energy efficiency improvements at our manufacturing sites and renewable energy deployment	-15%	-20%	-39%	-30%
<b>Indirect CO<sub>2</sub> emissions (scope 3):</b> Encourage at least 250 key suppliers to have an official CO <sub>2</sub> emission reduction target of 30% on average by 2030	111	125	195	250

# 2022-2024 CSR ROADMAP

## Achievements for 2023



### DEVELOP A CIRCULAR ECONOMY



Indicators	2022 Result	2023 Objective	2023 Result	2024 Objective
<b>Use of recycled materials:</b> Achieve a rate of: <ul style="list-style-type: none"> <li>- 15% recycled plastics</li> <li>- 40% recycled metals</li> </ul> in products manufactured by the Group	5.4%	12.5%	5.6%	15%
	19.0%	30.0%	32.2%	40%
<b>Phase out single-use plastic:</b> Eliminate 100% of single-use plastic in: <ul style="list-style-type: none"> <li>- plastic flow pack packaging</li> <li>- expanded polystyrene packaging</li> </ul>	- 2.1%	-50%	-12.2%	-100%
	-31.7%	-50%	-82.1%	-100%
<b>Environmental declarations:</b> Cover 72% of the Group's annual sales with Product Sustainable Profiles	69%	71%	72.9%	72%



# 2022-2024 CSR ROADMAP

## Achievements for 2023



### BEA RESPONSIBLE BUSINESS



Indicators	2022 Result	2023 Objective	2023 Result	2024 Objective
<b>Customer satisfaction:</b> Achieve 90% of sales made to satisfied customers (satisfaction surveys)	90%	90%	92%	90%
<b>Business ethics/compliance:</b> Continuing Legrand's commitment to business ethics: framing, training and complying	98.5%	100%	98%	100%
<b>Employability and skills development:</b> Provide training for 85% of employees each year and attain 7 hours of annual training for each employee	5h 96%	6h 85%	6h 95.5%	7h 85%
<b>Safe workplace:</b> Reduce the workplace accident frequency rate by 20% (FR2)	-14.3%	-14%	-18.9%	-20%
<b>Expanded social coverage:</b> Expand the Serenity On program to cover 100% of employees	77%	85%	90%	100%

# A WELL-RECOGNIZED CSR PERFORMANCE



CDP Climate Change  
"A-" list



A rating : Leader in  
supplier engagement



"Platinum" rating since 2021  
[Top 1% - all companies]



"Prime" Statut  
since 2011



"Low risk"  
2 out of 284 in  
Electrical Equipment



"AA" rating  
since 2013



FTSE4Good

Inclusion since 2007



Moody's Vigeo Eiris  
Euronext Eurozone 120  
Euronext Europe 120  
since 2015  
Score : 65/100



CSR Excellence  
Awards 2023



Dow Jones  
Sustainability Indexes

DJSI World & DJSI  
Europe  
[Score ESG : 73]



EURONEXT

CAC 40 ESG  
CAC SBT 1.5