

Description of Principle Adverse Impacts (PAI)

Indicators for Legrand

Adverse sustainability indicator	Metric	Impact [2023]	Impact [2022]	Source	Comments
Greenhouse gas emissions	1. GHG emissions	Scope 1 GHG emissions 49 348 tCO ₂ e	57 266 tCO ₂ e	2023 URD p.117, p.112, p.113	The 2022 figures were revised following the review of Legrand's 2022 carbon footprint for its Net Zero commitment, validated by SBTi. In 2024, Legrand is committing to become Net Zero by 2050 across its entire value chain, a commitment validated by SBTi. This commitment means reducing its Scope 1&2 GHG emissions by -42% by 2030 and to reducing its Scope 3 GHG emissions from purchased goods and services and the use phase of products sold by -25% by 2030 against a 2022 baseline. The Group's long-term objective is Net Zero, i.e. a commitment to collective carbon neutrality by 2050. This objective will be achieved by reducing the Group's GHG emissions by 90% on Scopes 1, 2 and 3, including all the Group's emissions and across its entire value chain, and by neutralizing emissions that cannot be avoided (carbon capture).
		Scope 2 GHG emissions 35 176 tCO ₂ e	63 881 tCO ₂ e		
		Scope 3 GHG emissions 12 858 662 tCO ₂ e	13 267 510 tCO ₂ e		
		Total GHG emissions 12 943 186 t CO ₂ e	13 388 657 t CO ₂ e		
	2. Carbon footprint	Carbon footprint	12 943 186 t CO ₂ e	13 388 657 t CO ₂ e	
	3. GHG intensity of Legrand	GHG intensity of Legrand's activities	1,528 t CO ₂ e per million euro of revenue	1,591 t CO ₂ e per million euro of revenue	
4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	NA	NA	NA	NA
5. Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources	Share of non-renewable energy consumption at Legrand: 52% Share of renewable energy consumption: 48% Production : NA	Share of non-renewable energy consumption at Legrand: 70% Share of renewable energy consumption: 30% Production : NA	2023 URD p.115	The Group is working on gradually replacing its purchases of traditional energy with green energy (wind, hydro, solar)

	6. Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of Legrand, per high impact climate sector	NA	NA		NA
Biodiversity	7. Activities negatively affecting biodiversity-sensitive areas	Share of investments in Legrand with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	NA	NA	2023 URD p.125, p.126	In 2023, Legrand analyzed its impact on biodiversity (GBS approach) with the help of CDC Biodiversity and I-Care. Overall, the benchmark analysis shows that Legrand's impact on biodiversity is similar to or even below the sector benchmark.
Water	8. Emissions to water	Tonnes of emissions to water generated by Legrand per million EUR invested, expressed as a weighted average	Not available	Not available	2023 URD p.124	Water consumption of Legrand in 2023 was 686 000 m ³ of water leading to a water use intensity permillion euro of revenue of 82 m ³
Waste	9. Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste and radioactive waste generated by Legrand per million EUR invested, expressed as a weighted average	Tonnes of hazardous waste generated by Legrand: 5% of 51,000 tons Tonnes of radioactive waste generated by Legrand: Not applicable	5% of 61,000 tons	2023 URD p.187	Legrand seeks to reduce waste in four ways: - Product design and industrial processes - Sharing of best practices and identification of local improvement initiatives - Waste identification - A procedure for the selection of service providers by the Purchasing department to find the best waste recovery options available Combined efforts to reduce hazardous and non-hazardous waste allowed for a 16% reduction in the quantity of waste produced in 2023 relative to 2022

INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS

Social and employee matters	10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	NA	Legrand joined the Global Compact in 2006 and reports annually on its performance on the UN Global Compact Principles	Legrand joined the Global Compact in 2006 and reports annually on its performance on the UN Global Compact Principles	2023 URD p.125, p.126	NA
	11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	NA	Legrand joined the Global Compact in 2006 and reports annually on its performance on the UN Global Compact Principles	Legrand joined the Global Compact in 2006 and reports annually on its performance on the UN Global Compact Principles		NA

	12. Unadjusted gender pay gap	Average unadjusted gender pay gap of Legrand	14,4% managers 9,1% non managers	13,9% managers 9,2% non-managers	2023 URD p.184	Legrand champions gender equality and works to reduce the pay gap between male and female employees in equivalent roles wherever it is found to exist.
	13. Board gender diversity	Average ratio of female to male board members in Legrand, expressed as a percentage of all board members	42%	42%	2023 URD p.13	At the close of the Shareholders' Meeting of May 29, 2024, 42% of the board are women.
	14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	NA	NA	NA		NA