

EMPLOYEE SHARE PLAN

SIGN UP
FROM MARCH 13
TO 31, 2026

AMBITION
TO INVEST IN
THE FUTURE



employee.shareplan.legrandgroup.com/2026

#LegrandImprovingLives



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LEADERSHIP

With our Ambition 2030 growth plan, we have set a clear course: to achieve levels of performance that more than ever reaffirm our role as world champion in electrical and digital infrastructure, supporting the energy and digital transition.

This is a challenging goal, but one that matches our ambitions and potential. Legrand's greatest strength is you - your expertise, your commitment, your creativity. You are the true architects of our transformation and you ensure our purpose is fulfilled: #LegrandImprovingLives.

It is in this spirit that we are launching a new employee share plan today. Should you choose to take part, you will have an opportunity to share not only the fruits of our labour, but also the pride in belonging to a company that is moving forward thanks to the energy of each and every one of us.

Together, let's continue to build the Legrand of tomorrow: stronger, more innovative, more sustainable.
Thank you for your commitment and trust.

Benoît Coquart
Chief Executive Officer

FIND OUT ABOUT

THE LEGRAND GROUP'S

EMPLOYEE SHARE PLAN

WHAT IS AN EMPLOYEE SHARE PLAN?

It is a plan that allows employees to invest in their company's shares of stock on favorable terms.

WHY IS MY COMPANY OFFERING ME THIS DEAL?

The Legrand Group wishes to further increase your involvement in the future of the company by giving you the opportunity to become an indirect shareholder, via a Fonds Commun de Placement d'Entreprise (FCPE or Company Mutual Fund), on favorable terms.





KEY DATES

11 March 2026

Subscription Price is set (the discounted price you'll pay for one share)



It will be communicated on the website <https://employee-share-plan.legrandgroup.com/2026>, by email and via noticeboard display.

13 to 31 March 2026

Subscription (Election) Period



During this period, you can sign up on the website <https://employee-share-plan.legrandgroup.com/2026> by clicking on "Subscribe".

To sign up, log in using your email address, or use the username/password that was mailed to you.

12 May 2026

Delivery of Shares



Within weeks of the implementation of the plan and following the merger of the "Legrand Relais 2026" FCPE with the "Actions Legrand" FCPE, you will receive confirmation of the number of units held in the "Actions Legrand" FCPE.

WHAT ARE THE BENEFITS OF THE PLAN?

■ 20% discount in the reference price of the share

The subscription price you benefit from as an employee under the plan includes a 20% reduction compared with the reference price. This is referred to as the discount.

The reference price will be equal to the average closing price of the Legrand share during the 20 trading days between February 11 and March 10, 2026, and will be determined on March 11, 2026.

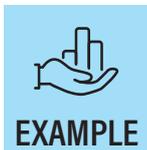
■ Company matching contribution of up to EUR 600

Legrand will match 100% of your contribution, up to a maximum of EUR 600. The matching contribution will be paid by the company to be invested in the "Legrand Relais 2026" FCPE.

Your investment in the Employee Share Plan will therefore consist of your contribution and Legrand's company match.

■ Account maintenance and management fees are covered

Account maintenance fees and management fees for the "Actions Legrand" FCPE are paid by the Legrand Group for Group employees.



If you invest EUR 600, Legrand matches your investment euro for euro, up to a maximum of EUR 600.

Your investment (your contribution + company match) in the employee share plan will therefore be EUR 1,200.

Thus, by combining the effect of the discount
+
the effect of the company match
=
your investment in the "Legrand Relais 2026" FCPE will equal EUR 1,500 (units valued at the reference price) for an initial investment of EUR 600.



A simulator is available at:
<https://employee-share-plan.legrandgroup.com/2026>

Refer to the local supplement for a description of the tax impacts of the benefits and your investment, available at <https://employee-share-plan.legrandgroup.com/2026> in the "Documentation" section.

WHAT IT MEANS TO JOIN THE PLAN

YOU WILL BE AN INDIRECT SHAREHOLDER IN LEGRAND

As an investor, you will be entitled to receive any dividends paid on the shares, as decided by Legrand's board of directors at the annual General Meeting each May. As with any shareholder, your investment in the FCPE may increase in value if the Group does well or it may decrease, so you can lose money. There is no guarantee of profits.

Each subscriber should assess the need to diversify the risks of all their financial savings.

There is also a foreign exchange risk. As the Legrand share is listed in Euros on the Paris Stock Exchange, the value of your investment will vary based on changes in the exchange rate between the Euro and your local currency. This means that if the Euro gains in value against your local currency, the value of your shares in your local currency will rise. On the other hand, if the Euro loses in value against your local currency, the value of your shares in your local currency will fall.

You should also be aware that there are personal tax impacts to these transactions that you need to consider. You should consult a tax advisor for more information.

YOUR INVESTMENT IS LOCKED-IN FOR 5 YEARS, I.E. UNTIL MAY 12, 2031

There are, however, rules of Early Release under French regulations, a list of which can be found in the local Supplement, available at <https://employee-shareplan.legrandgroup.com/2026> in the "Documentation" section. Please note that the early release of your shares may affect the tax and social security treatment of the benefits you will receive.

We refer you to the local supplement for your country for a description of the tax and social security treatment of your investment, available at <https://employee-shareplan.legrandgroup.com/2026> in the "Documentation" section.

To find out more about how the FCPE works, we refer you to its regulations and Key Information Document (KID), available at <https://employee-shareplan.legrandgroup.com/2026>.





CONDITIONS FOR SUBSCRIBING TO THE PLAN

WHO CAN SIGN UP?

To take part, you must:

- Be a regular or temporary T4 employee (i.e., paid by Workday or Dayforce payroll);
- Not be an intern or co-operative student;
- Have at least 3 months of service with Legrand from January 1, 2025, through March 31, 2026; and
- Still be employed on March 31, 2026.

HOW CAN I FINANCE MY SUBSCRIPTION?

To find out which payment methods are available in your country, please refer to the local supplement for your country, available at <https://employee-shareplan.legrandgroup.com/2026> in the "Documentation" section.

HOW DO I SIGN UP?

All it takes to sign up is a few clicks:

1. Log onto <https://employee-shareplan.legrandgroup.com/2026>
2. Click on the "Subscribe" button
3. Then click on the "Create my password" button
4. Enter your professional email address to get a temporary personal link so that you can log in
5. Choose your definitive password
6. Complete the subscription screen and don't forget to confirm your subscription

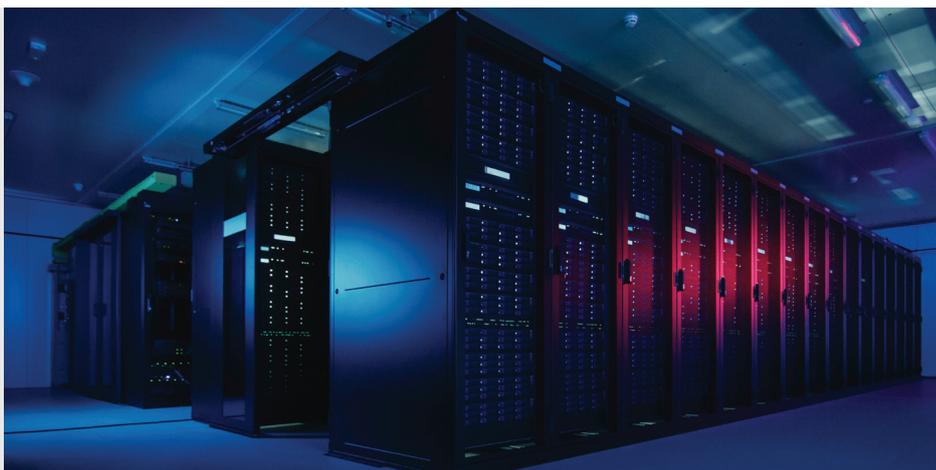


If you have received your login and password by mail, simply enter this information on the screen in step 3 and click on the "Log in" button.

HOW MUCH CAN I INVEST?

Minimum: no minimum amount

Maximum: 25% of your 2025 gross annual remuneration (including commissions and bonuses).



WHAT HAPPENS IN THE EVENT OF AN OVERSUBSCRIPTION?

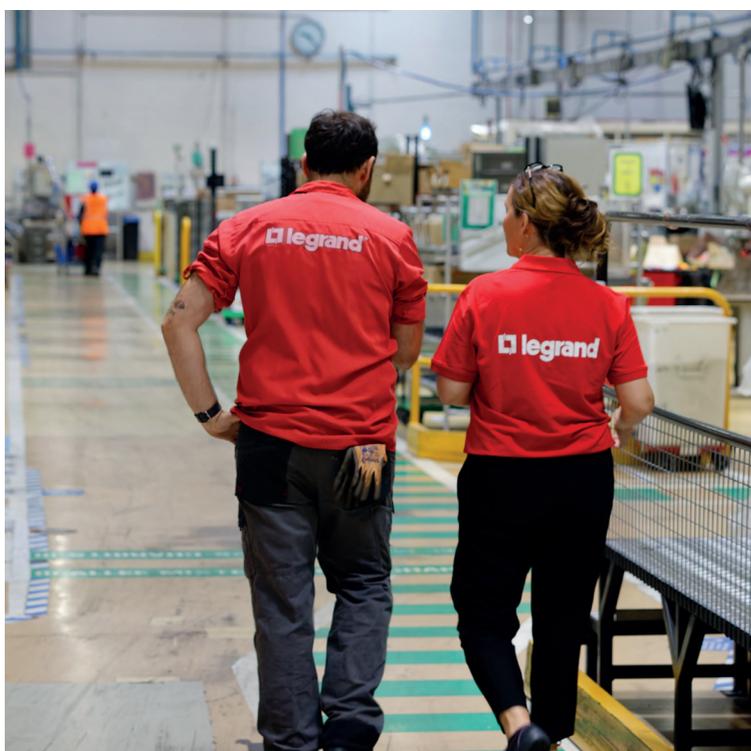
If the total number of shares requested exceeds the number of shares available under the Employee Share Plan (maximum of 230,000 shares for all participating countries), the highest subscriptions will be capped. Subscriptions for an amount equal to or less than this “maximum” level will be met in full. You will be notified if your election is capped.



The surplus from voluntary payments will not be debited.

If you have opted for several payment methods, the reduction will apply in the following order of priority:

- ▶ 1. Cash payment
- ▶ 2. Voluntary payments via payroll deduction (where applicable)



WHAT HAPPENS TO YOUR INVESTMENT AT THE END OF THE HOLDING PERIOD?

At the end of the 5-year holding period, you can choose between:

- keeping your assets in the Actions Legrand FCPE,
- asking for the total or partial redemption of your FCPE units.

We refer you to the local supplement for your country for a description of the tax treatment relating to the sale of your shares, available at <https://employee-share-plan.legrandgroup.com/2026> in the “Documentation” section.



IMPORTANT



We encourage you to read the Legrand Group's latest Universal Registration Document and its updates. In addition, the Legrand Group regularly publishes information documents, particularly of a financial nature. All these documents are available on its website (<https://www.legrand.com/en/investors-and-shareholders>). These documents contain important information relating in particular to the company's activities, strategy and objectives, the risk factors inherent in the company and its activities, as well as its financial performance.

Warning: past performance does not guarantee future performance.



Russia/Belarus warning: Due to sanctions imposed by the European Union, citizens or residents of Russia or Belarus who do not have legal residence or citizenship in the European Union, a member State of the European Economic Area or Switzerland may not participate in this plan.

Consequently, the employee must confirm that

- he/she is not a national or resident of Russia, unless he/she is also a citizen of a member State of the European Union, a member State of the European Economic Area or Switzerland, or he/she holds a temporary or permanent residence permit in one of these countries; and;
- he/she is not a national or resident of Belarus, unless he/she is also a citizen of a member State of the European Union or he/she can produce a temporary or permanent residence permit in one of these member States.

If you have any questions, please contact your local HR representative.

The information contained in this Brochure is provided for information purposes only. The decision to sign up is entirely yours. The documents communicated or made available to you do not alter your conditions of employment in any way. The benefits received through this plan shall not be deemed to form part of your remuneration for the purposes of calculating your future benefits or entitlements. The opportunity to take part in the plan does not in any way presuppose the existence of future plans, or the opportunity to take part therein.

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