

EMPLOYEE SHARE PLAN

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FROM 13 TO 31 MARCH
2026

AMBITION
TO INVEST IN
THE FUTURE



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#LegrandImprovingLives



CONTENTS

03 - Editorial

04 - Find out
about the Legrand Group's
employee share plan

05 - Key dates

06 - Benefits of the plan

07 - In return
for the benefits of the
plan

08 - Conditions
for subscribing to the
plan

10 - What you need to know





EDITORIAL

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

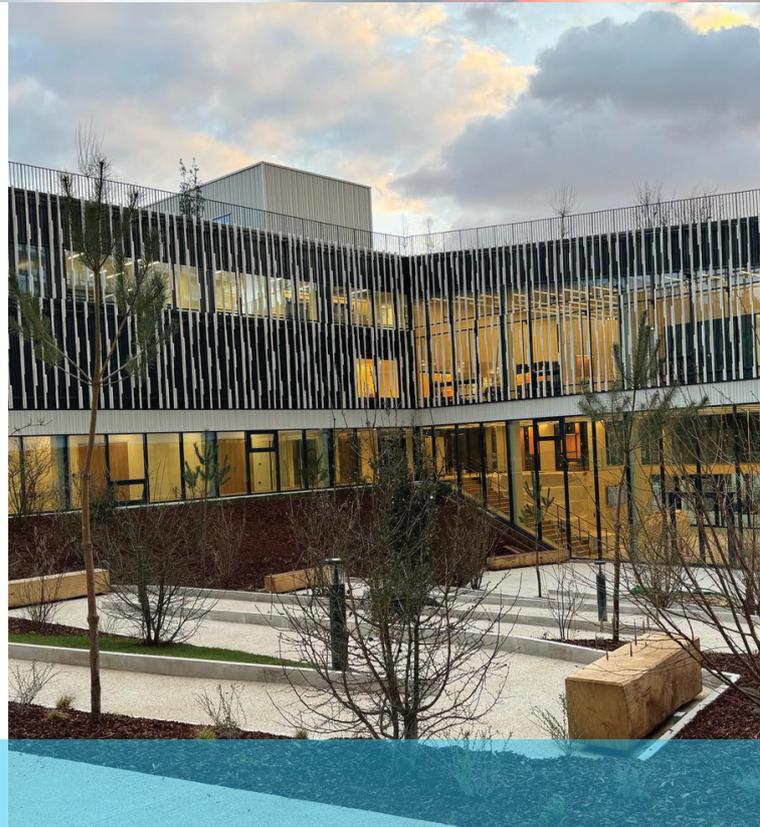
EMPLOYEE SHARE PLAN

WHAT IS AN EMPLOYEE SHARE PLAN?

It is a scheme enabling employees to invest in their company's shares on favourable terms.

WHY IS MY COMPANY OFFERING ME THIS DEAL?

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



WHAT IS A *FONDS COMMUN DE PLACEMENT D'ENTREPRISE* (FCPE)?

A *Fonds Commun de Placement d'Entreprise* (FCPE) is a portfolio of securities jointly held by all employees who subscribe for FCPE units.

By taking part in the plan, you will not be a direct Legrand Group shareholder. The "Actions Legrand" FCPE will hold the shares, and you will hold units in this FCPE, which will be allocated to you in proportion to the amount invested.

If you choose to participate, you subscribe for units in the "Legrand Relais 2026" FCPE, which will subsequently merge with the "Actions Legrand" FCPE.





KEY DATES

11 March 2026

Determination of the subscription price



It will be disclosed on the website <https://employeeshareplan.legrandgroup.com/2026>, by email and via noticeboard display.

13 to 31 March 2026

Subscription period



During this period, you can subscribe on the website <https://employeeshareplan.legrandgroup.com/2026> by clicking on "Subscribe".

To sign up, log in using your email address. Alternatively, you can use the Username/password that were sent 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% reduction 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 11 February and 10 March 2026, and will be determined on 11 March 2026.

■ A matching contribution of up to EUR 600

Legrand tops up your investment by matching 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 personal contribution and the matching contribution paid by the Legrand Group.

■ Account maintenance and management fees are covered.

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



If you invest EUR 600, the Legrand Group tops up your investment with a EUR 600 matching contribution.

Your investment (personal contribution + matching contribution) in the employee share plan will therefore be EUR 1,200.

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



A simulator is at your disposal at:
<https://employee-shareplan.legrandgroup.com/2026>

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

IN RETURN

FOR THE BENEFITS OF THE PLAN

YOUR INVESTMENT MIRRORS THE LEGRAND SHARE PRICE

Your investment, through the FCPE's net asset value, mirrors the Legrand share price, which may increase or decline. Consequently, depending on the share price, the value of your assets on exit could be less than your personal contribution. You are therefore exposed to a risk of capital loss.

In light of the risk concentration of the "Actions Legrand" FCPE in the securities of a single company, each subscriber should assess the need to diversify the risks of all their financial savings.

In addition, countries outside the Euro zone are exposed to a foreign exchange risk. As the Legrand share is listed in Euros on the Paris Stock Exchange, the value of your investment during the term thereof will vary based on fluctuations in the exchange rate between the Euro and your currency. This means that if the Euro gains in value against your currency, the value of the shares in your currency will rise. Conversely, if the Euro loses in value against your currency, the value of the shares in your currency will fall.

YOUR INVESTMENT IS BLOCKED FOR 5 YEARS, I.E. UNTIL 12 MAY 2031.

There are, however, cases of early release under French regulations, a list of which can be found in the local supplement for your country, available at <https://employee-shareplan.legrandgroup.com/2026> in the "Documentation" section. This supplement also describes the tax and social security treatment relating to the early release of your investment. For some countries, the release of your investment may be subject to formalities linked to exchange rate regulations, which you will also find in this supplement.



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?

■ All employees with 3 months' length of service in a Legrand Group company that is a member of the Plan d'Épargne Groupe International (PEGI or International Group Savings Plan) as of 31 March 2026 (last day of the subscription period) and who are still on the payroll on that day.

HOW IS THE LENGTH OF SERVICE CALCULATED?

The 3 months of employment are evaluated from 1st January 2025 to 31 March 2026, continuously or discontinuously within the Legrand Group.

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 SUBSCRIBE?

All it takes to subscribe 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 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 post, 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 premiums and bonuses).



WHAT HAPPENS IN THE EVENT OF AN OVERSUBSCRIPTION?

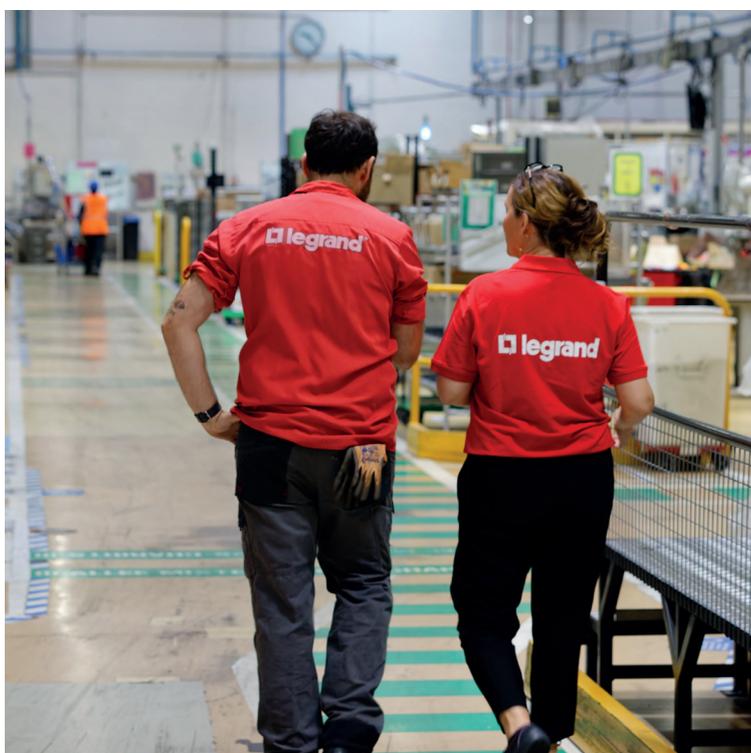
Should the total number of share requests exceed the number of shares made available under the Employee Share Plan (maximum of 230,000 shares), the highest subscriptions will be capped at a level that allows the total number of shares offered to be met. Subscriptions for an amount equal to or less than this “maximum” level will be met in full, and subscriptions for a higher amount will be limited to this level.



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 LOCK-UP PERIOD?

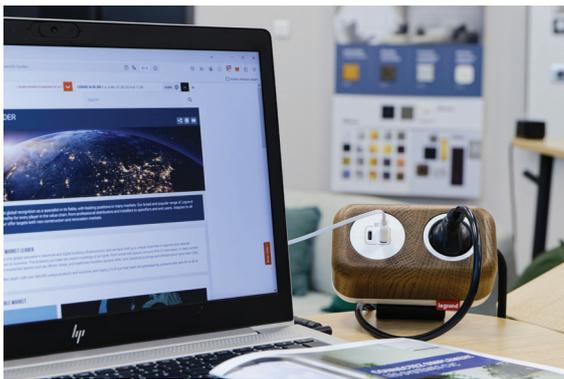
At the end of the 5-year lock-up period, you can choose between:

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

In some countries, the redemption of your investment may be subject to formalities linked to exchange rate regulations, which you will find in the local supplement for your country, available at <https://employee.shareplan.legrandgroup.com/2026> in the “Documentation” section. This supplement also describes the tax and social security treatment relating to the redemption of your investment.



WARNINGS



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 is not a guide to future performance.

U.S. Person warning: the FCPEs proposed under this offer are not open to residents of the United States of America.



Russia/Belarus warning: For further information, please refer to the regulations of the “Legrand Relais 2026” FCPE available at <https://employee.shareplan.legrandgroup.com/2026>.

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 declares 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 representative.

The information contained in this Brochure is provided for information purposes only. The decision to subscribe 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.

Siège social

128,avenue de Lattre de Tassigny
87045 Limoges Cedex, France
+33 (0) 5 55 06 87 87

 www.legrandgroup.com

 www.linkedin.com/company/legrand

