

COMMITMENT BY LEGRAND NORTH & CENTRAL AMERICA (“LNCA”)

Complying with the rules of business ethics is one of the fundamental principles of Legrand’s corporate social responsibility.

These four pillars are the core areas of compliance:

- Anti-corruption,
- Embargoes,
- Fraud Awareness,
- Fair Competition

Beyond my own personal commitment to these issues, I fully endorse the delivery of our compliance training program covering these topics. Compliance training is essential for raising awareness and the understanding of these 4 pillars is critical for my Staff and the organization. This training will reinforce Group’s compliance standards through our own internal practices and procedures, making compliance part of our culture.

I commit to fully supporting the education of associates on the compliance-related rules and procedures that are relevant to their jobs, so they are informed of the risks to which they may expose themselves or Legrand.

I will do everything I can to increase awareness of the Group’s charters, procedures, and good practice guides that are accessible on the DIALEG home page, in a section titled, “Compliance.” These resources are supplemented locally by our own internal procedures and training materials.

Employees may consult with their Compliance Officer, HR Representative, direct manager, or the Legal Department to clarify any questions regarding compliance, to resolve any doubts, or ask any questions they may have about compliance at Legrand. Employees are also informed that anonymous reporting of ethics / compliance violations can also be done through [legrand.signalement.net](https://www.legrand.com/signalement-net).

It is the responsibility of each individual working at Legrand North and Central America to be vigilant and proactive in meeting our compliance requirements.

I thank you all for joining me in this commitment.

A handwritten signature in black ink, appearing to read 'Brian DiBella', written in a cursive style.

Brian DiBella
President & CEO, Legrand, North and Central America