



AMBITION TO INVEST IN THE FUTURE

SIGN UP
FROM MARCH 13
TO 31, 2026



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 preferential terms.

WHY IS MY COMPANY OFFERING ME THIS DEAL?

The Legrand Group wishes to further increase your involvement in the future of the Group.

The employee share plan will allow you to become an indirect shareholder in the Group, via a *Fonds Commun de Placement d'Entreprise* (FCPE or Company Mutual Fund), on favorable terms.

It is an opportunity to share not only the fruits of our labor, but also the pride in belonging to a company that is moving forward thanks to the energy of each and every one of us.



WHY INVEST?

You can acquire Legrand shares:

- on favorable terms,
- with no minimum subscription,
- with payment facilities where applicable.

BENEFITS OF THE OFFER

20% discount
on the reference price of
the share



Legrand Company Matching
contribution of up to EUR 600



Potential
dividends reinvested
in the plan

These benefits allow you to limit the risk if the Legrand share price falls, and increase your profit if it rises.

PLEASE NOTE

Your investment is locked-in for 5 years, meaning you cannot sell your shares until May 12, 2031.

However, there are cases of Early Release, which allow you to sell your shares before the end of the holding period.

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 during the term 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.

For further details, in particular on rules of Early Release and the tax impacts of the plan, refer to the local supplement, available at <https://employeeeshareplan.legrandgroup.com/2026>.



WHO CAN SIGN UP?

To take part, you must:

- Be a regular or temporary W-2 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 DO I SIGN UP?
 Visit employeeshareplan.legrandgroup.com/2026:
 1) Click on "Subscribe"
 2) Enter your login details that were mailed or emailed to you
 3) Complete the subscription screen and don't forget to confirm your subscription no later than 6 p.m. EST on March 31, 2026.

KEY DATES



March 11, 2026

Reference share price is set



March 13 to 31, 2026

Subscription (Election) period



May 12, 2026

Delivery of Shares



GO TO

<https://employeeshareplan.legrandgroup.com/2026> to find out more.

