



# L'AMBITION TO INVEST IN THE FUTURE

SUBSCRIBE  
FROM 13 TO 31  
MARCH 2026



## 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.

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

It is 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.



### WHY INVEST?

**You can acquire Legrand shares:**

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

### BENEFITS OF THE OFFER



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 blocked for 5 years, i.e. until 12 May 2031.**

There are however cases of early release allowing you to dispose of your assets before the end of the lock-up period.

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.

**For further details, in particular on cases of early release and the tax impacts of the plan, please refer to the local supplement for your country, available at <https://employeeeshareplan.legrandgroup.com/2026>.**





### WHO CAN SUBSCRIBE?

■ All employees with 3 months' length of service in a Legrand Group company that is a member of the Plan d'Epargne 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 DO I SUBSCRIBE?**

Go to [employeeshareplan.legrandgroup.com/2026](https://employeeshareplan.legrandgroup.com/2026):

- 1) Click on "Subscribe"
- 2) Enter your login details received by email or post
- 3) Complete the subscription screen and don't forget to confirm your subscription no later than 31 March 2026.

### KEY DATES



**11 March 2026**

Reference share price setting date



**13 to 31 March 2026**

Subscription period



**12 May 2026**

Delivery of shares



### RENDEZ-VOUS SUR

<https://employeeshareplan.legrandgroup.com/2026> pour en savoir plus.

