

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

Complying with the rules of business ethics is one of the Fundamental Principles of LNCA’s corporate social responsibility.

The Group’s main focus is on the four pillars:

- Anti-corruption,
- Sanctions/Embargoes Compliance,
- Fraud Awareness/,
- Fair Competition

Beyond my own personal commitment on these issues, I fully support the implementation of our compliance training regime covering these topics-- compliance training is awareness-raising and critical for my staff and the organization as a whole. This training will enforce Group’s compliance requirements via our internal practices/procedures, making compliance part of our DNA.

To be precise, I commit to fully supporting the training of associates regarding the compliance-related rules and procedures applicable to their jobs, so they are properly informed of the risks to which they may expose themselves or Legrand.

I am happy to do all I can to increase awareness that the Group’s charters, procedures, and good practice guides, along with related training media, are available on the Dialleg Finance page, in a new section entitled “Dialleg Compliance”, and that these materials are supplemented locally by our own internal procedures and training materials.

Each employee may consult their Compliance Officer, their HR Representative, their direct manager, or the Legal Affairs Department to clarify any questions regarding compliance, to dispel any doubts or ask any questions they may have about compliance at Legrand. Employees will be made aware that anonymous reporting of ethics/compliance violations can also be made through [Legrand.signalement.net](mailto:Legrand.signalement.net).

It is up to each individual working at Legrand North & Central America to be vigilant and active in service to our compliance requirements. I thank you all for joining me in this commitment.

A handwritten signature in black ink, appearing to read 'R. Ramanathan'.

Ravi Ramanathan  
President  
Electrical Wiring Systems