

COMMITMENT OF LEGRAND CHINA

At Legrand, acting with integrity is fundamental to who we are. Being a responsible business means operating with transparency, respecting all stakeholders, and embedding ethics at the core of our decisions and relationships.

This commitment reflects our ambition to build a sustainable and responsible future and improve people's lives. It is a key foundation for our Group's long-term success.

To uphold this responsibility, we must all consistently observe the rules of our Compliance Program, which you can consult in detail on the *COMET > Compliance intranet* and on your local intranet:

- **Anti-Corruption:** We do not tolerate bribery or any form of improper influence in our interactions with suppliers, distributors, installers, partners, or public authorities.
- **Fair Competition:** As a leader in our industry, we compete relentlessly, but always fairly. We never engage in price-fixing, market allocation, or sharing sensitive information with competitors.
- **Embargoes & Trade Compliance:** We are a global company, and we strictly comply with all sanctions, embargoes, and export-control regulations that apply to our products and technologies.
- **Fraud Prevention:** Internal and external fraud, whatever form it takes, undermines our values and the trust placed in us. Please do not hesitate to speak up if you notice anything suspicious.

As members of the Executive Committee, we reaffirm our personal commitment to Legrand Compliance program, to lead by the example, and to support our sustainable, ethical growth journey.

We ask each of you to take our Compliance training courses, to be aware of all business ethics rules that are applicable to your role, and to apply them in your daily activities. Please do raise your concerns when something does not seem right, either to your line manager, to the Compliance Officer of our entity, or to the Group Compliance Officer. You can also use the secure and confidential *Signal'Ethic line*.

Thank you for your continued dedication to integrity and responsibility.

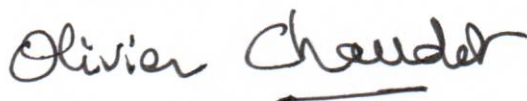
Let's all keep upholding the principles that have defined Legrand for many years.



14/07/2026

Mathieu DEHLINGER

Legrand China CFO



14/07/2026

Olivier CHAUDET

Legrand China CEO



羅格朗中國承諾

在羅格朗，誠信行事是我們的核心價值所在。作為一家負責任的企業，我們始終堅持透明運營，尊重所有利益相關方，並在經營決策和業務合作中恪守道德與誠信原則。

這一承諾彰顯了我們構建可持續、負責任未來以及改善人們生活的宏大願景，也是集團實現長期成功的重要基石。

為了履行這一責任，我們每個人都必須始終遵守集團合規體系內的各項規定。您可以在集團內網 COMET 中的“合規”專區以及本地內網查閱相關詳細內容：

- **反腐敗：**在與供應商、經銷商、承包商、合作夥伴或政府機構的交往中，我們對任何形式的賄賂或不當影響採取“零容忍”態度。
- **公平競爭：**作為行業領導者，我們始終積極參與市場競爭，並堅守公平競爭原則。我們絕不會參與固定價格、市場劃分或與競爭對手交換敏感商業資訊等行為。
- **禁令及貿易合規：**作為一家全球化公司，我們嚴格遵守所有適用於我們產品和技術的制裁、禁運及出口管制法規。
- **反舞弊：**無論何種形式的內部舞弊或外部欺詐行為，都會損害我們的價值觀並辜負各方對我們的信任。如您發現任何可疑情況，請務必勇於發聲並及時報告。

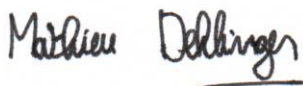
作為執行委員會成員，我們重申對集團合規體系的堅定承諾，並將以身作則，推動集團實現可持續、誠信發展。

同時，我們希望每位員工都能完成合規培訓，了解適用於自身崗位的商業道德規範，並在日常工作中落實相關要求。如發現任何異常或存在疑慮的情況，請及時向直屬經理、所在實體的合規負責人或集團合規負責人反映。您也可以使用安全及保密的 **Signal'Ethic** 舉報平台進行報告。

感謝大家一直以來對誠信與責任的堅守。

讓我們繼續踐行多年來成就羅格朗的核心價值觀。

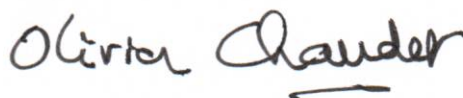
14/07/2026



馬修

羅格朗中國區首席財務官

14/07/2026



邵德

羅格朗中國區總裁

