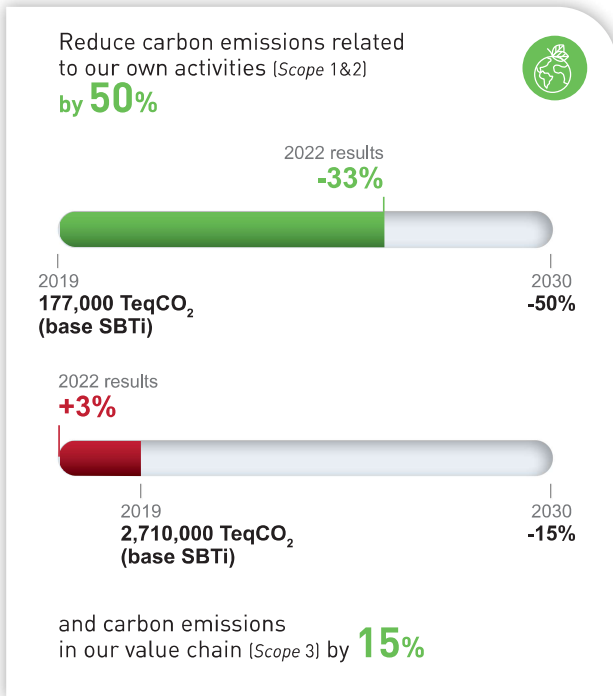
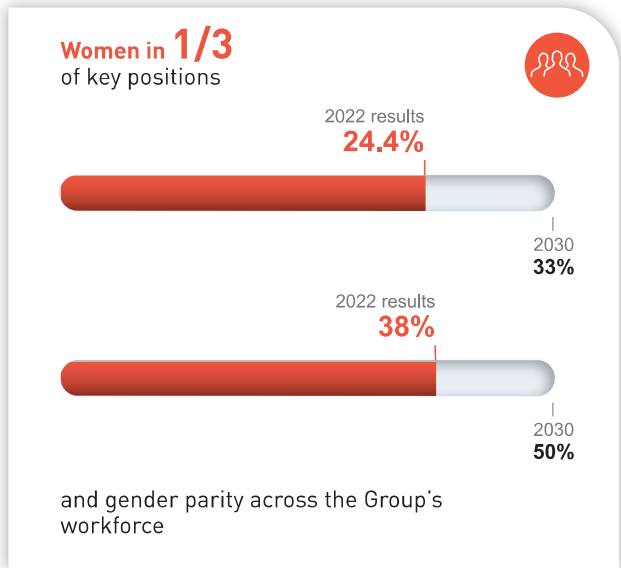


As well as these initiatives, the Group is committed to offsetting its residual Scope 1&2 GHG emissions as well as two Scope 3 items (business travel and employee commuting) by 2022 through voluntary carbon offset projects. This commitment contributes to the achievement of SDG 13 (Climate action). An update on the progress made in achieving this target is given under “commitment to collective carbon neutrality” in section 4.3.1, “Sources of the Group’s greenhouse gas emissions”;



■ give women a more prominent role within the Group: Diversity is a priority of Legrand’s workforce policy. The Group intends to give women more prominent roles in its activities. It has set a target of achieving gender parity in the workforce and having at least a third of Group key roles occupied by women by 2030. This commitment contributes to the achievement of SDG 5 (Gender equality). A total of 24.4% of key roles were held by women at the end of 2022, compared with 17.5% in 2020. See the table “Breakdown of employees by gender and occupational categories” in section 4.10.2, Overview of workforce-related indicators of this Universal Registration Document;



- generate a larger proportion of revenue from eco-responsible activities: Legrand intends to pursue its sustainable and responsible growth model by offering products and solutions that are sustainable, *i.e.*:
  - that aim to improve the energy efficiency and reliability of buildings in order to combat climate change. This commitment contributes to the achievement of SDG 7 (Affordable and clean energy) and SDG 13 (Climate action),
  - that give customers the broadest possible information about the environmental impact of its products through PSPs (Product Sustainable Profiles) such as “PEPs”, *i.e.* Product Environmental Profiles, which together covered around 69% of its sales at the end of 2022.

In 2022, Legrand generated around 75% of its revenue from products that are eco-responsible because of the way they are designed or used (particularly in terms of energy efficiency).

