

COMMITMENT BY

Enovation Group<sup>1</sup>

Complying with the rules of business ethics is one of the Fundamental Principles of the Legrand Group's social responsibility.

The Group's main focus is on the following topics:

- Anti-corruption,
- Embargoes,
- Fraud,
- Fair competition.

Beyond my own personal commitment on these issues, I implement the awareness-raising and training scheme for my own teams with a view to proper enforcement of the Legrand Group's Compliance program and of our internal procedures. More specifically, I make sure my teams are trained in applicable rules and procedures and properly informed of the risks to which they may expose themselves or the company.

The Enovation Group's procedures and good practice guides are available on the Enovation Group Corporate Management System and the "Compliance Programme" section on the Legrand Group Dialeg pages.

Employees are made aware that (anonymous) reporting of ethics/compliance violations can be made through our Whistleblower procedure and/or Legrand's group procedures. Each employee may consult the Enovation Compliance Officer, COO – B. Brooijmans, their direct manager or the Group Legal Affairs Department to dispel any doubts or questions on these matters.

It is up to each individual working at Enovation Group to be vigilant in observing these principles.

I thank you all for joining me in this commitment.



M.S. van der Velden  
Chief Executive Officer

Dated: 26 November 2025

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<sup>1</sup> Enovation Group and its subsidiaries (hereinafter "Enovation Group").