

# COMPLIANCE

## COMMITMENT BY LEGRAND KSA

Complying with the rules of business ethics is one of the Fundamental Principles of **Legrand KSA'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 Group's Compliance programme 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.

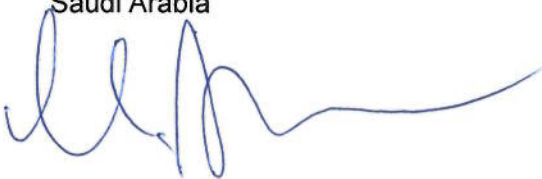
The Group's charters, procedures and good practice guides, along with related training media, are available on the Dialeq Finance page, in a new section entitled "Compliance programme". They may be supplemented locally by our own internal procedures.

Each employee may consult their Compliance Officer, their Ethics Representative, their direct manager or the Group Legal Affairs Department to dispel any doubts or questions.

It is up to each individual working at **Legrand KSA** to be vigilant in observing these principles.

29/01/2024

Mohammed Azzam  
General Manger  
Saudi Arabia



CSR

ACT ETHICALLY  
TOWARDS SOCIETY



# COMPLIANCE

## COMPLIANCE COMMITMENT OF LEGRAND GROUP GENERAL MANAGEMENT

Compliance refers to the conformity with regulations and good practice and is a fundamental value of the Legrand Group. It forms part of our constant desire to respect our business partners.

As Chief Executive Officer, I undertake to ensure that the Legrand Group complies strictly with compliance rules when carrying out its business activities. I shall be uncompromising with any behaviour that goes against our commitments.

This zero-tolerance policy is a basic element of our compliance program, which covers the enforcement of competition rules, the fight against corruption and influence peddling, the management of fraud risks, prevention of conflicts of interest, compliance with embargoes and international sanctions as well as prevention of money laundering and the financing of terrorism.

I encourage you to adopt behaviour that meets our compliance commitments, as defined in the charter of fundamental principles, the good business practice guide and the fair competition charter.

Committing a breach of our compliance commitments is a very serious act for which you shall be liable as an employee of the Group and which may leave Legrand open to legal action and considerable financial and criminal sanctions.

In accordance with its zero-tolerance policy, behaviour that does not comply with the Group's compliance commitments shall result in disciplinary action.

It is the responsibility of each of us, and in particular of managers, to ensure that employees are made aware and trained in the understanding of these major issues and how to apply good practice.

Each Legrand Group employee must be attentive with regard to compliance with these principles. I thank you all for your joint commitment to these subjects.

Benoît Coquart  
Chief Executive Officer



CSR

ACTING ETHICALLY WITH  
REGARD TO THE COMPANY

