COMMITMENT OF EMOS SI D.O.O.

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 a member of the Executive Committee, I reaffirm my personal commitment to our Compliance program, to lead by the example, and to support our sustainable, ethical growth journey.

I 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.

SIGNATURE

DATE : 16.06.2026
NAME : SAŠO MARINŠEK
TITLE : COUNTRY MANAGER SLOVENIA