



2022 Social Impact Report



Digital and Electric:
for a sustainable and resilient future

Delivering social impact for a just transition

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Context and goals

Schneider Electric has been building a sustainable development approach since the early 2000s thanks to the Schneider Sustainability Impact, which measures the Company's objectives and progress every quarter. These objectives have always taken into account all dimensions of responsibility – environmental, social, territorial, and governance – encompassing all the Group's stakeholders on a global scale.

In 2021, Schneider Electric was recognized by Corporate Knights as the World's Most Sustainable Corporation out of 5,000 companies surveyed. This accolade, together with the success of the Schneider Sustainability Impact, further inspired the Group to do even more and to think about the world of tomorrow by developing forecasted scenarios, both in the environmental and climate fields – without forgetting the social and territorial dimensions. If the transition is not inclusive and fair, it will not allow people in underserved communities to build their future and create their own businesses. The planet has to be saved, and that also means saving its inhabitants.

Four main action priorities have been defined within the Corporate Citizenship Department. The first is to ensure that the Group's business partners respect all human rights for everyone, everywhere, at all times and in all situations, from decent work standards to the creation of a social label for the Group's products. In 2022, a new version of the Human Rights Group Policy was

published in order to embark on eight new challenges such as respect and dignity, Human Rights in cyberspace, conflict minerals, intergenerational solidarity, Human Rights activities within the Group's value chain, migrant workers, civic space and Human Rights defenders, and access to healthy environment.

The second priority is to ensure that everyone is supported in building their futures, regardless of their generation: young people as well as seniors. Schneider has always played an active role in the economic development of the communities in which it has a presence, in order to have an impact and to accelerate the just transition. In 2022, a new program called Future Ready defined the Group's roadmap for the coming years.

Youth is also the focus of the third major priority. There have never been so many young people on the planet, but many have no access to education. Yet it is young people who drive innovation. The Company has a role to play in supporting them.

The fourth priority is to make citizenship a collective commitment to co-construct the future in a dynamic way by learning and sharing across many different initiatives.

“2022 was another year of crisis leading to growing inequalities, but also a year of progress and stronger commitments to go further along the road to the just transition in favor of youth, human rights, respect and dignity. We strongly believe that we have an invaluable asset: young people. There has never been a generation this vast and receptive. They really are the main drivers and players.”

Gilles Vermot Desroches, Senior Vice President Corporate Citizenship & Institutional Affairs



Progress of our Social Impact commitments

Schneider Sustainability	#	2021–2025 programs	Baseline ⁽¹⁾	2022 progress ⁽²⁾	2025 Target
Impact (SSI)	9.	Provide access to green electricity to 50M people	2020: 30M	<div style="width: 30%;"><div style="width: 30%;"></div></div> +9.7M	50M
	11.	Train people in energy management	2020: 281,737	<div style="width: 136%;"><div style="width: 136%;"></div></div> 397,864	1M
Essentials (SSE)	25.	Increase the number of volunteering days since 2017	2020: 18,469	<div style="width: 223%;"><div style="width: 223%;"></div></div> 41,093	50,000

These programs contribute to UN SDGs



(1) The baseline year for each indicator is provided together with its baseline performance.
 (2) Each year, Schneider Electric obtains a "limited" level of assurance on methodology and progress from an independent third party verifier for all the SSI and SSE indicators (except SSI #+1 and SSE #12 in 2022), in accordance with ISAE 3000 assurance standard (for more information, please refer to the 2022 Universal Registration Document). In addition, SSI #8 received a "reasonable" assurance level in 2022. Please refer to the 2022 Universal Registration Document for the methodological presentation of each indicator. The 2022 performance is also discussed in more detail in each section of Chapter 2 of the 2022 Universal Registration Document.

2022 Highlights



Homaya Pro, a smart solar-hybrid inverter with an inbuilt MPPT controller, was launched in 2022. It aims to provide remote locations with unreliable or no electricity with customizable, reliable, and sustainable energy.



In line with our commitment to train people in energy management, the Indonesia-France Partnership, has impacted 14,900 students and 1,300 trainers since 2017



Tomorrow Rising Ukraine: an incredible spirit of solidarity, employees have donated over €500,000 matched by Schneider Electric which decide to add €1 million to the fund and the Schneider Electric Foundation also donated €400,000.



SEEA's investment in GoParity, the first in Europe outside France, which confirms the importance of participatory and inclusive financing of the citizen in the implementation of the energy transition in the world.



+13,112 days of Volunteering in 2022 with a dedicated part related to mentoring, a new program of the Schneider Electric Foundation.



The Schneider Electric Foundation has reached the bar of 400,000 young people trained in energy related professions.

Our long-term commitment

2030: Give access to green electricity to 100 million people cumulatively since the beginning of the program in 2009

A changemaker for sustainability

For over 15 years, sustainability has been at the core of Schneider Electric’s transformation journey. The Group is now a world corporate leader in sustainability and a critical partner to our customers, suppliers, investors, NGOs and other stakeholders using our services and products to accelerate their own energy efficiency and sustainability transition. Our purpose drives us in “empowering all to make the most of our energy and resources, bridging progress and sustainability for all”. Schneider Electric is an Impact Company.



At Schneider Electric, we pride ourselves in being an Impact Company because sustainability does not only inform what we do, it drives corporate decision making. This entails a responsibility to share learnings and keep raising the bar.

We are an Impact Company convinced that to do good, we need to do well, and vice-versa. To deliver sustainability impact, we must combine solid profitability with leading practice on all environmental, social, and governance (ESG) dimensions. At the same time, this positive impact supports the long-term resilience of the Company as we attract new customers, investors, and talents.

Our sustainability and business impacts converge to act for a climate positive and socially equitable world, while delivering solutions to our customers for sustainability and efficiency.

We bring everyone along in our ecosystem, from employees to supply chain partners, customers, as well as local communities and institutions. Building on a foundation of trust, our unique operating model with a multi-hub approach is set up to impact at both global and local levels. From a meaningful purpose, our culture builds on strong people and leadership values empowering all Schneider Electric people to make a great company.

1. Do well to do good and vice versa



Performance

The foundation for doing good



Business

Part of the solution



All ESG

Dimensions

2. Bring everyone along



Model & culture

Set up for global and local impact



All stakeholders

in your ecosystem

An Impact model recognized in external ratings



Platinum medal recognizing top 1% performance among 100,000+ companies.



The only company in its sector listed as A List 12 years in a row.

A Global 100 Most Sustainable Corporation

Schneider has been featured on Corporate Knights’ Global 100 list of sustainability leaders every year since 2012, ranking #4 in 2022.



Terra Carta Seal obtained in 2022, the guiding mandate for the Sustainable Markets Initiative.

Member of Dow Jones Sustainability Indices

Powered by the S&P Global CSA

#1 among industry peers, scoring 90 out of 100 in the latest S&P Global Corporate Sustainability Assessment.



See our recognitions on the Awards page at www.se.com

Our 2025 sustainability commitments

With less than 10 years left to reach the 17 United Nations Sustainable Development Goals (SDGs), Schneider Electric has accelerated its impact and is making new, bold commitments to drive meaningful impact within the framework of its business activity. Schneider Electric's 6 long-term commitments are to:

Act for a **climate-positive** world

by continuously investing in and developing innovative solutions that deliver immediate and lasting decarbonization in line with our carbon pledge.



Be efficient with **resources**

by behaving responsibly and making the most of digital technology to preserve our planet.



Live up to our principles of **trust**

by upholding ourselves and all around us to high social, governance, and ethical standards.



Create **equal** opportunities

by ensuring all employees are uniquely valued in an inclusive environment to develop and contribute their best



Harness the power of all **generations**

by fostering learning, upskilling, and development for each generation, paving the way for the next.



Empower **local** communities

by promoting local initiatives and enabling individuals and partners to make sustainability a reality for all.



Our unique transformation tool

Since 2005, Schneider Electric measures and demonstrates its progress against sustainability goals with a unique transformation dashboard called Schneider Sustainability Impact (SSI).

The SSI is the translation of our six long-term commitments into a selection of 11 highly transformative and innovative programs executing our 2021 – 2025 sustainability strategy. It has been designed to focus on the most material issues, leveraging internal and external stakeholders feedback.

Every quarter, the SSI provides, on a scoring scale of 10, an overall measure of all the programs' progress, which is shared with all our stakeholders together with financial results.

At the end of the year, 64,000 employees of the Group are rewarded for the progress achieved as the SSI constitutes 20% of their short-term incentive plans' collective share (STIP).

To ensure robustness, the SSI's performance and monitoring systems are audited annually by an independent third party and obtain a "moderate" assurance, in accordance with ISAE 3000 assurance standard, except for SSI #+1. In 2022, the Group obtained a "reasonable" assurance for SSI #8 and will progressively cover all externally assured KPIs with this new level of assurance.

2021 – 2025
SCHNEIDER SUSTAINABILITY IMPACT

- 1. Focused**
on material issues
- 2. Disrupting**
the *status quo*
- 3. Transparent**
quarterly disclosure
- 4. Robust**
assured by an independent third party
- 5. Rewarding**
employees for performance

Delivering social impact for a just transition

1 Improving lives through access to green electricity

1.1 Context

Today⁽¹⁾, more than two billion people have little or no access to electricity.

In 2020⁽²⁾, 733 million people had no electricity. Although notable progress has been made in recent years, in the words of SEforAll⁽³⁾, “electricity access is growing, but not for everyone”.

In sub-Saharan Africa, colossal additional efforts are required to achieve universal access:

- Today, around 570 million people in sub-Saharan Africa do not have access to electricity. That is close to one in two people in the region.
- The pace of electrification is not sufficient relative to population growth, and the COVID-19 pandemic has slowed progress even further.
- Therefore, in 2030, still close to 570 million people would remain without electricity in sub-Saharan Africa. That would be 85% of the unelectrified world population.

Asia-Pacific is approaching universal electrification, thanks to ambitious government programs. Nevertheless, the grid can be unreliable or insufficient for productive use in remote areas where it must be supplemented with renewable energy solutions.

Access to green electricity offers a chance to live a better life, because it can have a positive multiplier effect on all socio-economic dimensions of the individual or community: livelihood, health, education, security, and empowerment of women, while fighting against climate change by replacing fossil solutions.

1.2 Group Policy

Access to Energy’s purpose is to bring green and reliable electricity to populations in emerging markets, both as a fundamental right and a means for social and economic development, by providing a safe, affordable, reliable, and sustainable energy offer. At Schneider, we call this Electricity for Life and Electricity for Livelihood.

1.3 Action & Impact

Schneider’s ambition is to bring green and reliable electricity to 50 million people by 2025, and 100 million people by 2030, cumulatively since the start of the program in 2009.

Electricity for Life means providing access to green electricity to off-grid populations and refugees. These communities need energy as a fundamental right to meet essential needs in homes (such as lighting, communication and education).

Electricity for Livelihood means providing access to green electricity to people connected to an unreliable grid and in order to enable productive businesses. These communities need quality energy with solar backup equipment as a driver of economic development and poverty reduction. For example, electricity can make a real difference to the lives of farmers and ensure food security through irrigation, food storage, and processing, and by connecting farmers to markets to ensure better prices, while allowing people to be the agents of their own transformation.

The Access to Energy social business works in synergy with the Schneider Training & Entrepreneurship program and the Impact investment funds, in a virtuous circle of providing products and solutions, capacity building and support to startups.

Equal

SSI #9






Provide access to green electricity to 50 million people and 100 million by 2030

Schneider Electric is providing solar solutions for 190 health centers in South Asia. These facilities were facing frequent power cuts resulting in lack of access to quality healthcare for people who depend on public health centers. The projects are impacting more than 750,000 people.

2020 Baseline	2022 Progress	2025 target*
30M	<div style="display: flex; align-items: center; justify-content: center;"> <div style="width: 60%; height: 20px; background-color: white; margin-right: 5px;"></div> <div style="width: 5%; height: 20px; background-color: black; margin-right: 5px;"></div> <div style="color: white; font-weight: bold; font-size: 0.8em;">+9.7M</div> </div>	50M

* cumulated since 2009

(1) Source: Off-Grid Solar Market Trends Report 2020, World Bank
 (2) Source: Tracking SDG 7: The Energy Progress Report, produced by the International Energy Agency (IEA), the International Renewable Energy Agency (IRENA), the United Nations Statistics Division (UNSD), the World Bank, and the World Health Organization (WHO).
 (3) Sustainable Energy for All (SEforALL) is an international organization that works in partnership with the United Nations and leaders in government, the private sector, financial institutions, civil society, and philanthropies to drive faster action towards the achievement of Sustainable Development Goal 7 (SDG 7) – access to affordable, reliable, sustainable and modern energy for all by 2030 – in line with the Paris Agreement on climate.

A full range of products and solutions to provide green electricity

Schneider Electric develops products and solutions to meet a range of both individual and community needs across the energy chain, from solar lanterns and solar home systems to decentralized small power plants, water pumping systems, and microgrids.

Mobiya

Portable, robust, and affordable solution for individual lighting and charging a cell phone



3 products

Mobiya Original: robust and waterproof solar powered LED lamp with mobile charger, offering innovative mounting options, 48 hours of lighting without recharging, and easy battery replacement.

Mobiya Lite: lighter solar powered portable LED lamp with mobile charger. White light with variable intensity and innovative mounting options enabling it to conveniently light up all surroundings.

Mobiya Front: rechargeable and robust headlamp that can be worn and mounted in various positions. Features a white light with variable intensity, red light for night vision, and a red blinking SOS function.

Case Study: Schneider Electric, its Foundation and ADEME, the French Agency for Ecological Transition, are collaborating to provide 45,000 solar lanterns to vulnerable women in Africa.

Objective: Distribute solar lanterns to women entrepreneurs in order to extend hours of work activities, as well as to underprivileged women and families in order to enjoy lighting for nighttime home activities and to limit the use of kerosene lamps.

Solution: Mobiya Original. An impact study is being conducted, measuring the benefits of the solution across five African countries: Kenya, Nigeria, Cameroon, Benin, and Senegal.

Homaya

Domestic electrification for access to quality, affordable, and uninterrupted power



5 products

Homaya Family: solar home system including a solar panel and lamps.

Homaya Family PAYG: solar home system including a solar panel and lamps, with Pay-As-You-Go function fully compatible with all mobile payment platforms.

Homaya Hybrid: AC and DC, solar and grid home system.

Homaya Hybrid PAYG: AC and DC, solar and grid home system with Pay-As-You-Go function.

Homaya Pro: smart hybrid inverter powered from solar with an inbuilt MPPT controller and compatible with grid charging.

Case Study: 10 health clinics in remote and rural areas of DR Congo have been equipped with access to clean and reliable electricity through Schneider Electric's solar home systems solution.

Objective: Provide clean and reliable access to electricity to health clinics and to medical staff in their workplaces.

Solution: Homaya Hybrid Solar home system.

Villaya

Collective electrification solutions in remote sites, either 100% solar or hybrid



3 solutions

Villaya Community: solar or hybrid microgrid to power rural communities.

Villaya Agri-Business: solar power plant to provide electricity and/or hot water to agriculture.

Villaya Water: solar water pumping system.

Case Study: 150+ farmers in Bangladesh are able to raise multiple crops because of reliable irrigation, impacting the lives of more than 800 rural people.

Objective: Develop a reliable and sustainable solution for farmers to irrigate their farms with clean energy solutions.

Solution: Solar water irrigation pumps installed in remote area in Bangladesh.

EcoStruxure Energy Access

Remote monitoring for rural electrification to enhance visibility of off-grid site performance in real time



Offer

- An economically affordable and open platform enabling sustainable off-grid electrification.
- A cyber secured, demand-side energy management software platform.
- Monitoring real-time demand, analyzing and improving operational efficiency.
- In-built GSM/GPRS communication for easy installation, remotely configurable and easily scalable.
- Power and energy modes with limits, remote connect/disconnect, build local tariff plan, to better manage peak load.

Case Study: 600 women tribal farmers in India are able to raise multiple crops per year due to reliable irrigation enabled via solar irrigation pumps and EcoStruxure Energy Access Livelihood digital platform. This is impacting the lives of 3,000+ indigenous people.

Delivering social impact for a just transition

2 Investing for high social impact

2.1 Context

Social Impact Investment (SII) is a medium for organizations to address and finance social needs with the explicit objective of having a positive and measurable impact.

All actors of society have a role to play to support social well-being and help people access development opportunities. The rising importance of SII forces companies to think of new ways to support social businesses. Hence many are building partnerships with local and international actors to drive and nurture innovative and responsible initiatives.

2.2 Group Impact Investing policy

The ambition of Schneider Electric's Impact Investing practice is to contribute to a transition towards a fairer and more inclusive society. Supported by its strong and deep knowledge of the energy ecosystem, Schneider Electric focuses its Impact Investing mission on funding and supporting high social and environmental impact initiatives, which are contributing to a better future and positively impacting climate and resources.

The goal is to generate high social impact while protecting the assets under management. Accordingly, Schneider Electric has adopted strict management rules, such as:

- Always investing in partnerships with recognized players;
- Never taking a majority stake;
- Always providing efficient company support (such as helping develop a business plan or provide technical advice) to deliver the optimum social impact while minimizing risk;
- Ensuring alignment with the Schneider Electric ecosystem; and
- Ensuring that ethical business practices and rules are implemented and respected.

2.3 Governance

Each investment vehicle has its own governance structure generally composed of at least two bodies:

- The first one is a Board of Directors or a Supervisory Board which is in charge of ensuring compliance with all legal and ethical regulations. In most cases investors are represented on this board.
- The second one is a Management Investment Committee which can either be totally independent or composed of investors, according to the legal structure. All Management Investment Committee members bring specific competencies and knowledge to assess investment decisions. In some cases, they can also rely on external experts. They are responsible for ensuring compliance with investment policies and are regularly updated on investment performance, both in terms of impact and finance.

- In some cases, an investment vehicle can also rely on an Advisory Committee or Strategic Committee to help them setting up and managing their investment strategies and policies.

All investment vehicles are supervised by independent auditors.

2.4 Actions and Impacts

As early as 2009, Schneider Electric was a pioneer in the Corporate Impact Investments space and launched its first investment vehicle, Schneider Electric Energy Access (SEEA). Since then, the company has never stopped innovating. In total, it has initiated or participated in four vehicles targeted at:

1. Contributing to an inclusive economy with Schneider Electric Energy Access (SEEA)
2. Bringing access to green energy and contributing to Net Zero in South and South-East Asia with Schneider Electric Energy Access Asia (SEEA)
3. Enabling green energy access in Africa with E3 Capital impact fund (formerly EAV)
4. Contributing to global decarbonization with the Livelihoods Carbon Funds

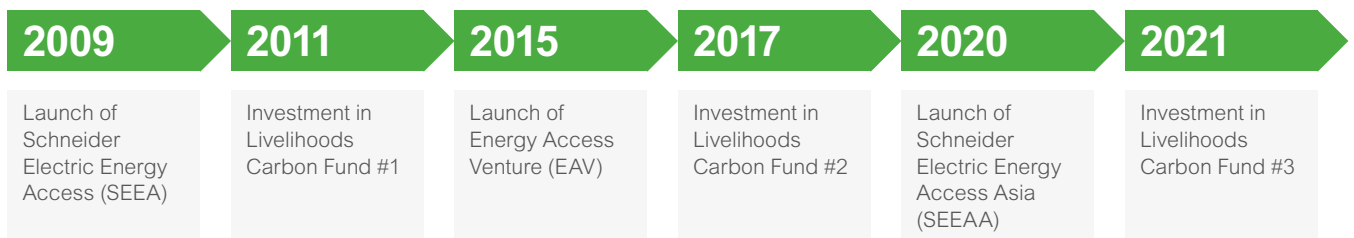
Regardless of geographies or the type of investment vehicle, all these Impact Investing activities aim to catalyze and facilitate multiple coalitions with different stakeholders (Schneider Electric Foundation, employees, DFIs, NGOs, social businesses, impact investors, asset management companies) to leverage Schneider Electric competencies towards a fair and inclusive transition.

1. Contributing to an inclusive economy with Schneider Electric Energy Access (SEEA)

SEEA is an Impact Investing structure in the form of a variable-capital SAS (simplified joint-stock company), certified as a social and solidarity investment company (ESUS certification) and open to French employee savings through the Group's Employee Savings Plan (*Schneider Energie Solidaire Fund*).

SEEA contributes to an inclusive economy for the benefit of the most vulnerable people and communities worldwide. SEEA brings together different stakeholders by inviting Schneider Electric's employees and business partners around the world to play an active role in this commitment. At the end of August 2022, 6,487 (past or present) Group employees in France had invested EUR 43.2 million in the Schneider Energie SICAV Solidaire fund.

Since 2009, SEEA has invested in 25 companies and exited from ten. In 2022, SEEA invested in three new companies (Kajou, Enogrid, GoParity), re-invested in two companies (Dorémi and Okra Solar) and exited from two (SunFunder, Foncière Chênelet).



As of December 2022, SEEA portfolio included 15 companies, 10 in France, with five operating in Africa, South-East Asia and Latin America, and managed the following amounts:

- EUR 3,000,000 in capital invested by Schneider Electric;
- EUR 3,200,000 invested by *Schneider Energie SICAV Solidaire* (including EUR 500,000 in capital), a mutual fund managing the employee savings scheme for Schneider Electric employees in France;
- EUR 200,000 of capital invested by Phitrust Impact Investors;
- EUR 500,000 of capital invested by *Mutuelle d'Entreprises Schneider Electric* (MESE).

With a dedicated Schneider management team based in Rueil-Malmaison (France), SEEA invests primarily in equity and quasi-equity in start-ups that:

- **Fight against energy poverty** by promoting efficient affordable housing and energy efficiency solutions:
 - Five invested companies for a total of EUR 2 million (*Foncière du Possible, LVD Energie/HomeBlok, Soliha BLI, Dorémi, Réseau Eco-Habitat*)

Réseau Eco Habitat (REH)

Réseau Eco Habitat is a French social enterprise that offers social and technical support to help very low-income households carry out energy-efficient renovations. REH also offers social support to help vulnerable families get out of energy poverty. REH has a strong social impact, by substantially improving the living conditions of people in very precarious situations, but also economic impact, by supporting local construction companies, and environmental impact, by reducing the carbon footprint of renovated housing.

Their goal is to renovate 200 houses between 2021 and 2026.



Photo: Réseau Eco Habitat; house before and after renovation.

- **Promote digital and financial inclusion:**

- Two invested companies for a total of EUR 430,000 (SIDI, Kajou)

Kajou

Kajou is a social enterprise dedicated to distributing educational and informative content directly to the phones of vulnerable populations in West Africa with little or no internet connection. Access to quality information, education and entertainment content is a prerequisite for empowering people and building more just and inclusive societies.

Kajou's catalog of more than 30,000 pieces of content is available in 24 languages and has been accessed by more than 47,000 users since its inception in 2019. Within the next 10 years, Kajou aims to give 10 million people the means to inform, educate and develop their professional activity thanks to tailor-made content with a strong social impact.



Photo: Kajou; Two Burundi children using Kajou solutions.

- **Provide access to affordable, clean and sustainable energy:**

- Four invested companies for a total of EUR 1.5 million (*Okra Solar, Amped Innovations, Enogrid, GoParity*)

Amped Innovations

Amped is a social company that designs and distributes affordable and efficient energy products and appliances for use in homes and small businesses. An integrated PAYGo system enables Amped's partners to reach their customers, who are able to become more economically efficient and more comfortable.

Amped has already impacted over 300,000 lives since 2019.



Photo: Amped Innovation, WOWSOLAR™, lighting and phone charging kit.

Delivering social impact for a just transition

- **Promote job creation, income generation and inclusion:**
 - Four invested companies for a total of EUR 550,000 (*Talendi, Incubethic, Envie Rhône Alpes, Fabrik à Yoops*)

La Fabrik à Yoops

La Fabrik à Yoops is a social company that specializes in building small wooden houses (known as Tiny Houses) for homeless people or those with precarious living conditions. La Fabrik à Yoops aims to help the most vulnerable people access shelter, regain confidence, find jobs and re-integrate into society. Furthermore, the tiny houses are eco-friendly and have a very low carbon footprint.

This project will make it possible to house 140 people living on the streets of France within five years.



Photo : La Fabrik à Yoops, a recently built tiny house beneficiary.

2. Bringing access to green energy in Asia with Schneider Electric Energy Access Asia (SEEAA)

In recent years, electrification rates in Asia have improved due to strong government policies supporting national electrification. As Asian countries are now approaching universal access to electricity, the focus is shifting to integrating renewable energy into the energy mix. However, at the micro level, there are still a considerable number of rural areas without access to electricity. Even when access is available, electricity is often not reliable as power grids struggle with load and connectivity issues.

Schneider Electric envisioned the SEEAA impact investing vehicle in 2018 to help the region tackle these challenges and advance towards SDG 7 “Affordable and Clean Energy”. Three other investors joined forces with Schneider: the European Development Finance Institution Management Company (EDFI MC), Norwegian Investment Fund for Developing Countries (Norfund), and Amundi Finance et Solidarité (Amundi), committing a total of EUR 20.9 million.

SEEAA, through its dedicated Schneider management team based in Singapore, invests primarily in equity in start-ups that work toward increasing quality of life and boosting economic development in Asia, thanks to access to affordable, clean, and sustainable energy. As of December 2022, SEEAA had invested in seven start-up companies, Freyr Energy, Xurya, Frontier Markets, Oorja Development Solutions, ATEC, Carbon Masters and SMV, for a total of EUR 4.5million, contributing to both of the SEEAA’s goals:

Goal to increase access to affordable and reliable energy.

This goal primarily targets unprivileged communities where last mile energy access is either not available or unreliable. SEEAA aims to create social impact for these rural communities. For example, this can be achieved through companies that provide access to energy for productive and income-generating purposes, like Oorja Development Solutions.

Oorja provides clean energy agri-services such as reliable irrigation, agro-processing and cold-storage, powered by solar, and is cheaper than the diesel options. The services are offered on a pay-per-use basis, which make them affordable to the small and marginal farmers targeted in remote weak-grid areas of Northern India.

As well as having a positive impact on CO₂ emissions, Oorja helps farmers increase income and reduce food waste. The company also creates jobs by hiring operators to run the solar systems.

Some key impact figures for Oorja, as of September 2022 and cumulative since the company inception:

- 880 tons CO₂ equivalent saved
- 12,750 direct and indirect users
- + 30 jobs created in last-mile rural communities
- 28.5 tons of food waste saved
- 57% increase in user’s agricultural income in a year



India: a farmer irrigates his crop using water from a solar-powered pump operated by Oorja in Bahraich district, Uttar Pradesh.

© Oorja Development Solutions India Private Limited.

Goal to accelerate transition towards renewable energy and net zero.

Enabling the transition of economies to clean renewable energy sources and supporting solutions that reduce CO₂ emissions can be achieved by investing in companies like Xurya which are developing renewable energy assets such as solar or biogas.

Xurya is a clean energy services company that provides solar installation services for clients via process management from installing and monitoring to maintenance and billing. It focuses on rooftop solar installation for Commercial & Industrial clients from sectors including FMCG manufacturing, cold chain logistics, industrial manufacturing, and shopping centers.

Xurya offers solar energy and energy services to clients through a leasing model where the clients do not have to pay any upfront investment cost. Through this innovative financing arrangement, Xurya helps foster adoption of solar energy in Indonesia and creates job opportunities and also helps structure the solar ecosystem in Indonesia by training their network of installers.

Some key impact figures for Xurya, as of November 2022 and cumulative since the company inception:

- 35MWp of solar capacity installed
- 40Mtons CO₂equivalent saved
- 750 cumulative jobs created



Indonesia: solar rooftop installation.
© Xurya Daya Indonesia.

3. Enabling green energy access in Africa with E3 Capital impact fund (formerly EAV)

Schneider Electric initiated and supported E3 Capital, a fund which manages EUR 75 million to be invested in companies transforming communities across Africa and stimulating economic development through energy access solutions. The fund is jointly backed by Schneider Electric, British International Investment (BII) (on behalf of the Foreign, Commonwealth and Development Office (FCDO)), the European Investment Bank, FMO (Dutch development Bank), FISEA-PROPARCO, OFID, and AFD-FFEM.

At the end of 2022, E3 Capital had invested in 15 companies and exited one. The E3 Capital's independent management team based in Nairobi (Kenya) is now focusing on enhancing value creation in the portfolio, follow-on investments, and on driving liquidity events.

E3 Capital invests primarily in equity and quasi-equity in start-ups that:

- **Provide access to affordable, clean, and sustainable energy solutions:**
 - Five invested companies for a total of EUR 15.1 million (Zola Electric, BBoxx, Nuru in DRC, Zonful Solar Energy in Zimbabwe, ZIZ Energy in Chad)

Zonful Energy

Zonful Energy is a for-profit social enterprise that sells modular decentralized and scalable solar energy systems via a Pay As You Go model to rural, urban and peri-urban off-grid consumers in Zimbabwe. The systems consist of solar panels, batteries and a broad range of appliances including lights, radios, televisions.



Photo: Zonful; solar panel installation.

- **Provide access to clean productive use energy:**
 - Six invested companies for a total of EUR 22.2 million (ManoCap Energy in Ghana, Candi Solar in South Africa, SolarX in Mali, PayGo Energy, SunCulture, and InspiraFarms in Kenya)

SolarX

SolarX provides reliable, clean and affordable energy solutions to commercial and industrial clients in West Africa. The company also offers easy access to financing and energy efficiency services, enabling its customers to focus on their core businesses.

SolarX contributes to increasing clean energy generation and to job creation and economic development thanks to reliable and affordable energy for businesses.



Photo: SolarX installation.

Delivering social impact for a just transition

- **Promote digital and financial inclusion:**
 - Three invested companies for a total of EUR 8.9 million (Mawingu, Solarise Africa, Palgo in Kenya)

Mawingu

Mawingu Wifi is an affordable internet service provider leveraging solar-power and high-quality, affordable radio technologies to provide internet connectivity to rural and peri-urban areas in Kenya.

Mawingu employs several hundred people and have served more than 180,000 customers.



Photo: Mawingu customer.

4. Contributing to global decarbonization with the Livelihoods Funds

Schneider Electric is a founding member of the Livelihoods Carbon Fund. The first sustainable carbon fund with high social impact, was created in 2011 and is managed by an independent team based in Paris.

Schneider Electric invested EUR 35 million in Livelihoods Carbon Funds #1, #2 and #3.

A total of EUR 290 million, invested by private companies and financial investors, is dedicated to investing in high potential carbon offset projects to generate positive impact for people and the planet.

Projects supported by Livelihoods Carbon Fund #1 (2011) have already impacted 1 million people and avoided or sequestered over three million tons of CO₂. Carbon Fund #2 (2017) aims to benefit 2 million people and to avoid or sequester 12 million tons of CO₂ over 20 years while Carbon Fund #3 (2021) objectives are to benefit another 2 million people and to avoid or sequester 30 million tons of CO₂ over 20 years.

The Livelihoods Funds support three types of projects: reforestation, agroforestry, and agricultural practices and rural energy.

The Livelihoods Carbon Funds #1 and #2 have contributed to three mangrove reforestation projects in Senegal, India, and Indonesia. These projects have enabled local communities to improve their living conditions by restoring the ecosystem and encouraging lifeforms such as fish and crabs.

Livelihoods Agroforestry projects enable farming communities to increase their revenues thanks to improved conditions for cash crops such as coffee or cocoa and the planting of fruit trees such as mangoes. In addition, the Livelihoods Funds contribute to the creation of new downstream activities such as food processing and commercialization.

Rural energy projects play an important role in improving women's lives and create jobs through the construction and distribution of cookstoves.

All these projects are an integral part of Schneider Electric's Carbon Pledge: the carbon credits generated are used to offset carbon emissions. For example, part of these carbon credits is used to offset all the carbon emissions generated by the Schneider Electric Paris Marathon; the race is carbon-neutral since 2019.

As of December 2022, the total carbon credits accumulated since 2011 was 426,548 tons, of which 100,546 tons have been used to offset Schneider Electric's Paris Marathon carbon emissions.

3 The Schneider Electric Foundation

3.1 Context and goals

Today's younger generation is the first generation to feel the direct impact of climate change and certainly the last generation capable of doing anything about it.

Beyond simply being aware, younger generations are already heavily involved in climate and social transition initiatives led by civil society, for example through climate marches and citizen movements emerging all over the planet, but also through their career choices, volunteering, involvement in NGOs and more.

Connected to each other like never before, young people today want to contribute to the resilience of their communities, by putting forward innovative solutions, stimulating social progress and inspiring new political movements. They are also agents of change, taking action to achieve the United Nations Sustainable Development Goals (SDGs) and thereby improve people's lives and the health of the planet.

3.2 Group policy

To successfully secure a sustainable future for humanity, younger generations express the same need for guidance, training and recognition. At the Schneider Electric Foundation, under the aegis of *Fondation de France*, our goal is to support these young people and empower them to get involved and innovate, so that they can take their rightful place in the world of tomorrow being built before our eyes today. We go about fulfilling this objective each and every day, all over the world, through concrete initiatives and programs.

The Group's first philanthropy policy was published in 2022, with full implementation planned for 2023. Its objective is to define Schneider Electric's position on philanthropy, its priorities and its principles of action, in line with the UN's 17 Sustainable Development Goals (SDGs). It will provide a coherent and consistent framework enabling Schneider Electric entities and employees to contribute and act.

In 2022, more than 170 projects were active, supporting 69,393 young people through 13,112 days of volunteering. With an annual budget of EUR 4 million, the Schneider Electric Foundation contributes to partnerships that are made possible by more than EUR 17.5 million support from Schneider Electric's entities. Group employees are also involved in these partnerships. In total, more than EUR 23.5 million has been invested to help local communities worldwide.

3.3 Governance

Fondation de France is a non-profit organization that, since its creation in 1969, has been the bridge between donors, founders, and field structures in order to support projects in a range of general interest areas. It supports other foundations (945 in 2022) whose operations are governed separately, but who are legally part of *Fondation de France*. It is responsible for ensuring that their actions comply with its by-laws and the legal framework of the sponsorship. The Schneider Electric Foundation's Executive Committee determines the major focuses of its actions and the projects it supports. It then informs *Fondation de France* of its decisions, and the latter verifies the projects' compliance and implements them.

Since 2019, the composition of the Schneider Electric Foundation's Executive Committee is as follows:

- 10 Members: 5 from Schneider Electric (including The Chairman and 2 representatives of the employees) and 5 external experts.
- 1 observer from *Fondation de France*

Its missions are the following :

- Define the strategic directions of the Foundation;
- Validate the activity report and financial report;
- Decide on the allocation of budgets by program;
- Validate commitments exceeding EUR 200,000.

One to two Executive Committee meetings are organized each year.

The members of the operational team are:

- General Delegate;
- Corporate Philanthropy Director;
- Employee Engagement Leader;
- Administrative and financial Assistant;
- Mentorship Leader;
- Social impact assessment Leader.

Lastly, the Foundation's Selection Committee is composed of:

- General Delegate;
- Corporate Philanthropy Director;
- Program Director, Training & Entrepreneurship.

3.4 Key actions driven by the Schneider Electric Foundation

Schneider's global presence allows it to have a greater reach and impact on underserved communities. The Group believes in contributing through different initiatives such as the Schneider Electric Foundation programs and initiatives. Through charity and donations, teaching and lending its time, the Company will support local organizations and stimulate communities.

In fact, Schneider focuses on two key elements:

1. Developing access to education and entrepreneurship for the youth with its Youth Education and Entrepreneurship Program deployed globally.
2. Acting as a corporate citizen by supporting international causes with its Tomorrow Rising Fund, in 2022, it was dedicated to employees in Ukraine and their families.

3.5 Youth Education and Entrepreneurship Program

Context and goals

Today's young people are forward-thinking and creative. We need to empower them with the necessary skills and support to create a life aligned with their dreams and aspirations. Education, technological and social innovation and entrepreneurship are all essential ingredients to ensure that these initiatives are relevant and effective, that they have the biggest possible impact and are appropriate responses to the needs of beneficiaries.

Delivering social impact for a just transition

Group Policy

The Youth Education & Entrepreneurship program aims to give all young people the means to build solutions for a better life, contribute to a fairer, low carbon society, and transform the world.

By funding projects, sharing its expertise, volunteering employees' time and collaborating with its partners on the ground, Schneider Electric is empowering younger generations and the broader community to achieve a better future through sustainable development.

The Schneider Electric Foundation promotes volunteering activities, through the VolunteerIn association, and mentorship as key contributions to the success of youth projects and initiatives through the mobilization of Schneider Electric employees.

Schneider Electric's ultimate goal is to skill and empower one million young people in energy management by 2025, and to train 10,000 trainers and support 10,000 entrepreneurs.

Governance

The Program follows the rules and governance of the Schneider Electric Foundation and Fondation de France.

To increase the effectiveness of following up the partnerships and achieve the 2025 ambition, every six months the program is evaluated by the zone President, the Foundation representatives, and the Youth Education & Entrepreneurship program leaders. Each zone has a defined ambition up to 2025 and a pipeline of projects that is reviewed under regular review. Corrective actions are implemented if necessary.

The program is led by zone representatives and in-country leaders that share ideas on a daily basis. A global coordinator sets regular meetings to support the zone representatives and guarantee the progress of the program in each zone.

The program is part of the Schneider Sustainability Impact. Every quarter, the zone representatives use a centralized tool to report on the impact of the program, and data is reviewed by an external auditor. With rare exceptions, all projects benefit from monitoring by employees of Schneider Electric entities operating in the countries concerned.

The Schneider Electric Foundation has broken new ground in the measurement of social impact and aims to enable its partners to better fulfill their missions by identifying areas for improvement. The Foundation is assisted in particular by KIMSO, a social impact assessment consulting firm. A first study was conducted in 2018, as part of the fight against energy poverty, to draw up an innovative methodology to assess the social impact of missions. This methodology is placed at the disposal of project sponsors. For example, CLER, the Energy Transition Network, has used this methodology. In 2020–2021, the Foundation conducted an impact assessment study of its involvement in the COVID pandemic.

More recently, the Foundation conducted a study of employees' volunteering, working with the Goodwill company.

Actions

The program is divided into **three main areas**:

- 1. Support access to qualitative jobs through vocational and entrepreneurship training in the energy field**, key drivers of socio-economic and sustainable development across generations.
- 2. Learn new skills for the future, technical and soft**, giving younger generations the boost they need to succeed and build the world of tomorrow.
- 3. Create the right ecosystem to spread entrepreneurial spirit and encourage innovation**, enhancing younger generations to define their future and take part in social and environmental challenges.

Resources

SSI #11



Train 1 million people in energy management

The Youth Education and Entrepreneurship program has supported the training of 397,864 people worldwide since 2009. More than 6,500 trainers and 5,500 entrepreneurs have also been supported. After COVID-19, we are committed to go further and faster by reaching a total of one million people trained by 2025, 10,000 entrepreneurs supported, and 10,000 trainers trained.

In June 2022, we celebrated "Indonesia-France Partnership with Schneider Electric" in Jakarta. Since 2017, the Ministry of Education, Culture, Research & Technology Indonesia (MoEC), Ministry of National Education of France (MENESR), SE Foundation and SE Indonesia, have created one Center of Excellence in Bandung and renovated 125 vocational high schools (SMK) in Indonesia. The partnership's focus is on electrical installation, industrial automation and renewable energy. More than 14,900 students and 1,300 trainers have been impacted.



* cumulated since 2009

1. Support access to qualitative jobs through vocational training and entrepreneurship in the energy sector

Training in the energy field provides an inclusive answer to several challenges of the United Nations Sustainable Development Goals (SDGs). For more than 10 years the group has been supporting technical and vocational education and training (TVET). TVET plays two major roles regarding social and economic development. The first role is to provide training and career opportunities for people, in particular, those who are not in education, employment or training. Its second role is to build a generation of skilled manpower, which is required at all levels of the economies. Furthermore, TVET can also be a valuable tool for sustainable development, as it allows the development of environmentally sound skills, critical for shifting toward a more sustainable economic model. Schneider Electric's strategy, backed by its Foundation for training people in the energy sector, includes three key priorities:

- Basic training over a few months, which is free and accessible to many people and adapted as much as possible to the local situation. These training courses lead to the issuing of a certificate of competence by Schneider Electric;
- Single or multi-year trainings leading to qualifications, in partnership with local Ministries of Education, or even under bilateral agreements;
- The training of trainers to support the effective and quality roll-out of training down the line.

Schneider Electric and its Foundation are developing digital training to complement the training offered in energy and automation. Theoretical courses but also practical courses will be created to deliver comprehensive training curricula, that can be followed online only or through blended learning (a mix of in-class and online training).

The Youth Education & Entrepreneurship program has a specific focus on supporting youth, refugees, women in vulnerable situation, and marginalized groups of people. The actions are always implemented in partnership with local players and/or national or international non-profit organizations (NGOs, governments, etc.) and with Schneider Electric's local subsidiary.



2. Learn new skills for the future

Since 2022, the Youth Education & Entrepreneurship program supports the spread of the skills to unlock current and future opportunities for the youth.

Current uncertainty and a fast-changing environment require every individual to be able to adapt. The future of work will look more flexible and encourage every individual to reinvent themselves during their professional career. The programs help build digital skills, relational and collective intelligence, and encourage the youth to become change makers and create a future aligned with their aspirations. The value of technological competence cannot be underestimated but is not the only goal in equipping the youth with skills for life, employment, and entrepreneurship. We believe in integrating both formal and non-formal education to provide a flexible and personalized learning experience and ensure the youth can adapt to changing and diverse circumstances, identify opportunities for growth and innovation.

The projects deliver support to young people over a period of 3 months minimum.

Conserve My Planet program India

The objective of the Conserve My Planet program is to embed sustainability into communities where there are both energy and environmental challenges, by educating young people on energy conservation. Conserve My Planet (CMP) is a participative educational green initiative created by Schneider Electric India Foundation for students of class 5th Standard-7th standard (10–14 years). The whole program follows the activity-based learning model. We teach them about Energy Efficiency, Recycling Concepts, Reduction in E-waste, Water conservation, Plantation etc. They are taught the preliminary concepts of Energy Audits etc. It is also a fun program where children are given the role of Green Cops and Green Detectives and by the end of the program are termed as "Green Ambassadors". In 2022, CMP program was introduced into 50 schools across 5 metro cities (Delhi, Mumbai, Hyderabad, Bangalore and Chennai) of India in collaboration with SHARP NGO, impacting 6,000 students.



Delivering social impact for a just transition

Testimony of a trainee in South Africa

The Centre of Excellence at the Vaal University of Technology (F'SASEC) was developed through a partnership between the French Ministry of Education, Schneider Electric South Africa, the Schneider Electric Foundation and the Vaal University of Technology, to train underprivileged students who are unable to afford to study at a TVET college or university in the fields of electricity, energy and automated systems control.

“Landing at the center of excellence (French South African Schneider Electric Training Center) was the perfect stepping-stone for me to launch my career. I came in as a student, having no background in electrical engineering or the essential requirements to be in that field of study. It became a little challenging for me, but I managed to work my way up with the help of the brilliant facilitators we had. I worked really hard till I was offered a job. If you wish to become an Engineer, but don't know where to start because of funds or low pass rates on your matric certificates, F'SASEC is the stepping-stone for your dream to come true.”

Khomotso Monyai, who secured N1 and N2 Electrical qualifications from F'SASEC and N3 Electrical Engineering from Sedibeng College.



The projects deliver support to young people over a period of 3 months minimum.

The Schneider Electric Foundation also supports emblematic and international programs by making available its knowledge of energy systems management, through donations in resources and/or knowledge, to encourage innovation for the energy transition. It has made a four-year commitment to the Solar Impulse Foundation, which selects 1,000 solutions that contribute to the achievement of at least five SDGs:

- Clean, Accessible Water for All (SDG 6);
- Affordable and Clean Energy (SDG 7);
- Industry, Innovation and Infrastructure (SDG 9);
- Sustainable Cities and Communities (SDG 11); and
- Responsible Consumption and Production (SDG 12).

The selected solutions must meet the following criteria: technical feasibility, environmental benefits, and economic viability. Schneider Electric employees are mobilizing their skills to analyze the various solutions within their field of expertise.

The Solar Sound System project by Atelier 21, a Foundation partner, has been granted two Solar Impulse Efficient labels:

- Solar sound systems for events powered by renewable energies (solar or bike-powered). With seven systems in place in France and Switzerland, Solar Sound System has set up solidarity projects in Haiti, Brazil, India, Taiwan, and Cameroon and has projects in Reunion, the United States, and South Africa.
- Regenbox, the first do-it-yourself “non-rechargeable” alkaline battery charger. Regenbox aims to be ecological and anti-planned obsolescence. This project is also an educational tool and a means of raising awareness about a different use of batteries in order to reduce the amount of electronic waste so present in our daily lives.
- Bertrand Piccard, Chairman of the Solar Impulse Foundation, is promoting this portfolio of solutions to corporate and political leaders worldwide. At the end of 2021, 1,000+ solutions had already been granted the Solar Impulse Efficient Solution label. These included insulating blocks made from hempcrete, wind turbine floats, and a web-based pallet exchange platform.

In 2022, with the support of the Schneider Electric Foundation an exhibition of the solutions was organized in the Schneider Electric premises in Grenoble, known as Intensity, this exhibition was attended by more than 2,000 visitors.

3. Create the right ecosystem to spread entrepreneurial spirit and encourage innovation

The Youth Education & Entrepreneurship program, with a wide range of partners is designed to engender a sense of creativity, innovation and risk taking among young people. Innovation and creativity can help young people become resources in co-creating solutions for the social and energy transition. They can inspire policy making and help solve problems adapted to the local context.

Programs are specifically designed to inspire young people, delivering soft and technical skills, mentoring young people and supporting their network development, to help them create their own project from conception to completion. This builds creative and innovative thinking and the ability to turn challenges into opportunities. They can choose to become effective entrepreneurs or to continue with another activity. We encourage them to work in groups and participate in collective thinking.

Impacts of the Youth Education & Entrepreneurship program

The involvement of women in the energy sector

Since the beginning of the Youth Education & Entrepreneurship program, female participation in energy training has remained low. Indeed, the energy sector is still a male dominated environment, and young women are sometimes discouraged by social norms and even by their family to venture down this path. For Schneider Electric and its Foundation, it is essential to include women in all stages of the energy value chain. Most programs today only include women in non-technical and non-essential activities, such as selling solar products.

Schneider Electric Foundation's Youth Education & Entrepreneurship Program supports local organizations specializing in skills development and female empowerment, which are two critical factors in achieving a sustainable change. These organizations create inclusive ecosystems offering training, mentoring, and funding to enable women to work in the energy sector and become entrepreneurs. Schneider Electric and its partners also raise awareness among local communities, promoting best practices and encouraging a bottom-up approach to gender equality. Through these initiatives, the Training & Entrepreneurship Program seeks to play a dual role, championing economic inclusion and gender equality.

“An innovative experience! It was something new in my life, but I always say it was one of the best experiences I've ever had – I fell in love with electric!”

Vitoria Eliziario – 17 years old – former student at AFESU



Since 2021, Schneider Electric Brazil, the Schneider Electric Foundation and the Non-Governmental Organisation, associacao feminina de estudos sociais e universitarios (AFESU), come together to improve the equipment required for technical training in industrial automation and spread the know-how in AFESU training centre.

Promoting self-employment initiatives in the energy sector

Employment markets in emerging economies are characterized by high proportions of informal sectors, underemployment and people holding multiple jobs to make ends meet. In addition to specific skills training, entrepreneurs need business startup support and access to funding, both being key factors in the creation of long-lasting businesses. The Youth Education & Entrepreneurship program is providing informal entrepreneurs and those trained in the electricity sector with support in setting up their own businesses.

Since 2017, 52 technical laboratories in electricity and energy management have been upgraded in Pakistan's Punjab province, 7,129 youths have been trained and 2,331 have become entrepreneurs.

This project was financed by Schneider Electric and implemented in Pakistan by Muslim Hands Pakistan (as the lead agency) in partnership with the Technical Education and Vocational Training Authority (TEVTA) Punjab, and Punjab Vocational Training Council (PVTTC), to improve and expand vocational training in Pakistan's dynamic energy sector. Due to the floods in 2022, Muslim Hands, Schneider Electric Pakistan and the Schneider Electric Foundation have decided to join forces and provide 1,000 tool kits to the young qualifying graduates in the flood affected areas to ease their access to the employment by promoting self-employment initiatives.

Supporting trainers' skills development in the energy sector

The international community has pledged to provide quality education for all by 2030. School leaders and trainers play a key role in delivering quality education. The key challenge for trainers in the energy sector is to provide young people with the knowledge and skills to be able to carry out a trade in a safe and responsible way, providing them and their families with economic self-sufficiency.

The Youth Education & Entrepreneurship program provides valuable support to trainers involved in projects at its partners' training centers. The aim is to help trainers thoroughly grasp the training approach and materials, enabling them to efficiently convey full and relevant knowledge to the students in short and long-term courses. The program also supports the trainers in upgrading training curricula and adding new modules relevant to the market needs. We actively work to develop our trainer instruction program by opening more and more centers dedicated to this type of training. Training of trainers ensures effective long-term transmission of quality, up-to-date knowledge. Training of trainers is supported by the VolunteerIn association via missions at the partners training centers: IEEM, Bengaluru, Karnataka, India (Institute of Electricity and Energy Management) was established in collaboration with the Karnataka Government, Schneider Electric Foundation, Schneider Electric India and the French Ministry of Education in January 2014.

At IEEM, trainers and teachers from Industrial Training Institutes and Schneider Electric India Foundation's partnered training centers, get trained in an intensive and comprehensive 24 days training program. They are trained in the latest technologies and practices in a field of electricity such as safety and security, domestic distribution and installations, industrial distribution and installations, energy quality, renewable energies and energy management. More than 1,480 trainers have been trained since the beginning.

Develop volunteering and mentorship as a key contribution to the success of youth projects and initiatives

In December 2022, a new mentoring partnership was launched allowing employees to take extended volunteer leave to become youth mentors through the Raise Foundation. These employees will be able to take more than double their usual volunteer leave allocation of 21 hours per year to meet the requirements of the program and best support their young mentees.

Delivering social impact for a just transition

The Schneider Electric Foundation strongly focuses on the involvement of Group employees in all its activities. Whether they are Foundation delegates or employee volunteers, these individuals are the link between the Company, the Foundation, and the supported organizations. In 2012, the Schneider Electric VolunteerIn NGO was created to organize volunteer missions benefiting the Foundation's partners. Wherever the Company is based, Schneider Electric VolunteerIn empowers people to be actors and ambassadors of societal commitments in the fields of education, access to energy, and the fight against energy poverty. In particular:

- Employees volunteer their time and make their skills available;
- Partners look for skills to support their activities, specify their needs, and support volunteers in carrying out their mission;
- The Schneider VolunteerIn association as well as the Foundation delegates co-ordinate, connect, and organize the process and cover costs related to carrying out missions, especially abroad;
- The Schneider Electric entities host the volunteers when the mission takes place outside their country of habitual residence.

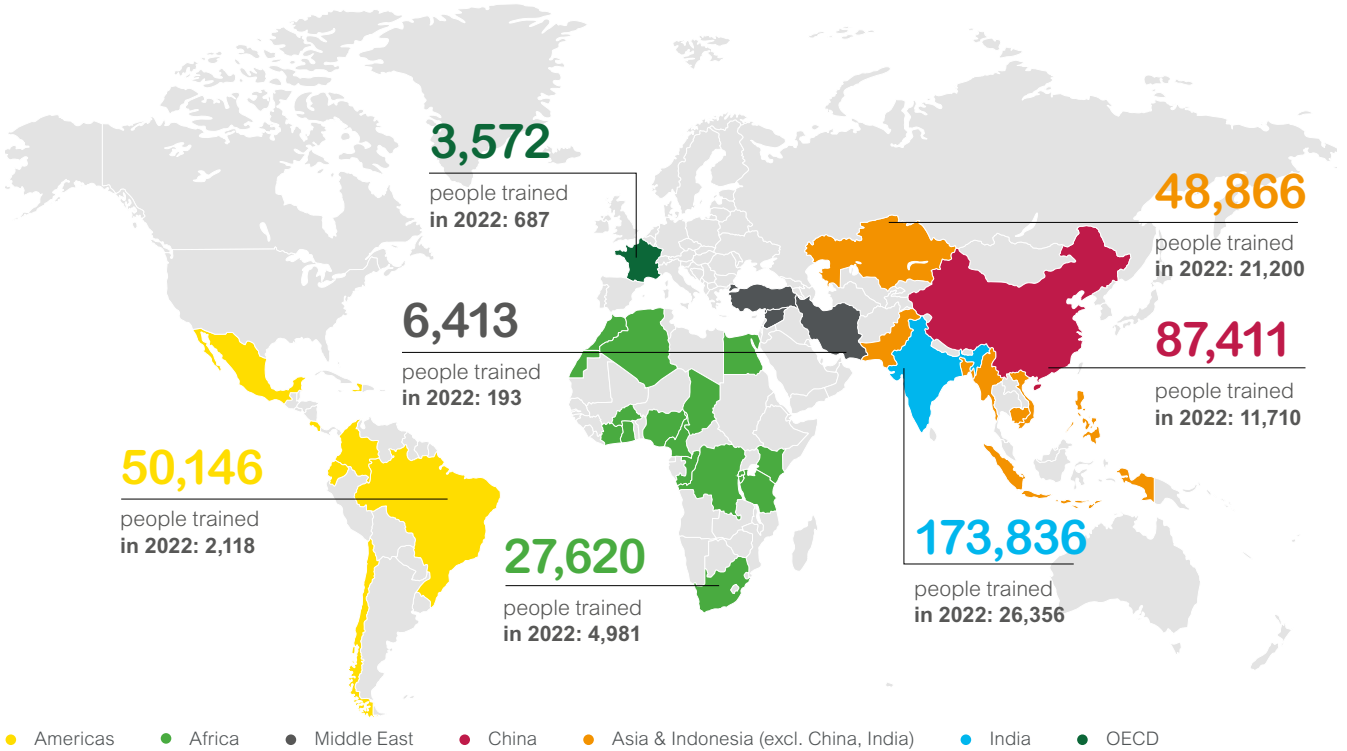
The Schneider Electric VolunteerIn Executive Board is composed of Schneider Electric leaders:

- Chairman, Chief Human Resources Officer;
- Vice-President,
- Secretary, in charge of the Training & Entrepreneurship program;
- Treasurer, in charge of the SEEA solidarity investment fund;
- Member, Vice President, Diversity, Equity, Inclusion & Well-Being;
- Member, volunteer representative;
- Member, Senior Vice-President Corporate Citizenship and institutional affairs.

Youth Education & Entrepreneurship program: key figures and 2025 targets



Breakdown of people trained by geography since 2009



One to two Executive Board meetings are organized each year.

The Schneider Electric Foundation draws on a network of around 85 delegates, covering 80 countries. Their role is to select local partners in the fields of vocational training in the energy sector, and to support entrepreneurship, sustainability awareness and volunteering initiatives, particularly mentorship. The delegates inform employees about their entity's activities, and also about the Foundation. Each proposed project is subject to a review process based on administrative and financial data by the Schneider Electric Foundation and by *Fondation de France* before funds are released. Following a project's launch, progress and reporting is monitored by the delegates.

The delegates manage a digital platform known as VolunteerIn, that brings together all the missions proposed by the Foundation locally and internationally. Available in 34 languages, the platform can be accessed from anywhere in the world and enables employees to apply for volunteer assignments for the benefit of the Foundation's partners and their beneficiaries.

Finally, the delegates co-ordinate the organization of the Schneider Electric Foundation's campaigns for international mobilization. During 2022, these included the Tomorrow Rising fund and the Giving Tuesday dedicated for Mentoring scheme as well as the International Volunteer Day which focused on mentoring and will continue for the next two years. These campaigns showcase local initiatives to a global audience. Delegates also participate in campaigns following natural or other disasters. For example, in 2022 employees responded enthusiastically to the launch of the Tomorrow Rising Ukraine campaign. In 2023, an assignment campaign will be conducted to renew the Foundation delegates' mandates.

3.5 Tomorrow Rising Ukraine: an incredible spirit of solidarity

Context and Goals

The war in Ukraine has had profound humanitarian, geopolitical and economic ramifications for Europe and the world. In addition to disrupting global food and energy supplies, the conflict has claimed tens of thousands of lives. It has devastated critical civilian infrastructure and has displaced more than 13 million people.

Actions and Impacts

Schneider Electric employees have always demonstrated an incredible spirit of solidarity in the face of crisis. Through the Tomorrow Rising Campaign Schneider Electric employees have donated over EUR 500,000 matched by Schneider Electric which decided to add EUR 1 million to the fund. Schneider Electric Foundation also donated EUR 400,000.

A special steering committee is being established to take charge of organizing the appropriate release of funds to support Ukrainian colleagues and families, based on their needs. The actions of our employees from around the world are already contributing by providing material donations, hosting families and children, or supporting refugees and NGOs' missions.

The budget has been leveraged to provide more than 500 individuals (Schneider Electric Ukraine employees, agency workers and their families) with hardship allowance, settlement allowance, housing support, psychological support, foreign language lessons, and legal support over more than six months.

The project supported the following NGO initiatives:

- SOS Children village
 - Providing complex and long-term care for over 150 Ukrainian children and caregivers who were welcomed in SOS Children's Villages in Poland, Romania and Lithuania, and also revamping electrical installations
- SOS Attitude
 - Providing support to set up a refugee camp in Moldavia with tents and electrical equipment, and distributing food and water
- Global Compact Ukraine
 - Providing on-line psychological support

4 Schneider Electric Sister Foundations

The Schneider Electric Foundation operates in 100 countries across all continents. Its impact is reinforced in some regions through the activities of sister foundations in North America, India and Australia.

4.1 North America

The Schneider Electric North America Foundation provides monetary support, products, expertise, and volunteers to non-profit organizations that align with business priorities, values and geographies. We drive change in our communities through our Foundation. We also offer employee programs to support efforts in their communities:

- Matching Gift provides a dollar match on employee donations to the non-profit of their choice;
- Dollars for Doers provides financial grants to organizations where employees volunteer their time;

Generations

SSE #25





50,000 volunteering days since 2017

In 2022, employee participation in the activities of the Schneider Electric Foundation greatly increased.

Schneider Electric employees show a high level of commitment to give back. Mainly through digital and remote missions, they demonstrated their ability to adapt and to help the most vulnerable; especially young people in need of support and coaching. With more than 13,112 volunteering days in 2022, over 80% of the 2025 target for this indicator has already been reached.

2020 Baseline	2022 Progress	2025 target
18,469	<div style="display: flex; align-items: center; justify-content: center;"> <div style="width: 100%; height: 15px; background-color: #003366; margin-right: 5px;"></div> <div style="width: 100%; height: 15px; background-color: #008000; margin-right: 5px;"></div> <div style="width: 100%; height: 15px; background-color: #003366; margin-right: 5px;"></div> </div>	41,093 50,000

Delivering social impact for a just transition

- Sponsorship Grants offer financial and product donations to sponsor events, capital projects and employee missions;
- New Hire Program welcomes new employees with a gift to donate to a non-profit of their choice;
- Service Days and Volunteer events enables employees to donate time during their working hours.

The Schneider Electric North America Foundation has strategic partnerships that focus on supporting the Schneider Electric Foundation areas:

- Disaster Relief – Provides support to those impacted by disasters through American Red Cross and the Footprint Project. This year our partnership with Footprint Project won a Time Magazine award and was highlighted in a Microsoft Ted Talk video
- Habitat For Humanity – Supports sustainable and transformative housing with product donations, financial support, and more than 5,000 hours of work by volunteer employees
- FIRST Robotics – Inspiring future leaders through STEM education with employee mentors and financial support, we impacted over 1,200 students this year
- National Merit Society – Invests in the future by providing scholarships for children of employees

In 2022, the North America Foundation contributed over 6.6 million dollars in cash and product donations to over 1,700 charitable organizations.

4.2 India

During 2022, Schneider Electric India Foundation (SEIF), which is the CSR arm of all Schneider Electric business entities in India, focused on:

Training in energy management project

26,814 unemployed youth were trained, including 1,460 females, with 291 trainers also being trained. In addition, 140 entrepreneurs started their journeys in the energy profession through SEIF's skill development program, which is spread across 27 states in India.

Clean to sustainable livelihood project

2,400 indigenous farmer families were supported to ease access to reliable irrigation through solar powered pumps and grow two or three crops in a year under the 'Clean Energy for Sustainable Livelihood' project. This took place in the very remote villages of Bihar, Jharkhand and Odisha. The project impacted the community by doubling the annual income of women smallholders and farmers, and ensured food and nutrition security.

Conserve my planet project

To build responsible communities which are sensitive towards conserving energy and environment, we are training 6,045 school children, the future leaders of tomorrow, across five metro cities under the Conserve My Planet Program. Additionally, SEIF will provide scholarships to 55 meritorious engineering and diploma graduates from underprivileged backgrounds by the end of the year.

Planting trees project

More than 150,000 trees have been planted in order to help save the environment and increase Carbon Sequestration.

SEIF encourages in-house employees to participate in all the above initiatives, and during 2022 more than 450 volunteers contributed to 500 volunteering days. Approximately 300 Schneider Employees shared their knowledge with underprivileged young people training to be electricians by taking part in guest lectures delivered under the Teacher's Mission Initiative.

4.3 Australia

In 2022, Schneider Electric Pacific Fund contributed AU\$385,000 to major Australian charity partners – Live and Learn, Australian Wildlife Conservancy, Kokoda Track Foundation, Brotherhood of St Laurence and the Centre for Appropriate Technology. In New Zealand, NZ\$40,000 has supported Sustainable Coastlines and Te Pai Roa Tika. Through our Giving@SE program, a total of more than AU\$100,000 was donated to charities thanks to individual employees and matched donations from Schneider Electric (up to AU\$5,000/employee/year)

5 Social Impact in France

5.1 Empowering All generations through the Future Ready Program

Context and goals

Schneider Electric has been actively engaged in social corporate responsibility for many years with activities ranging from local economic development to youth empowerment. Thanks to this strong foundation and with the goal of addressing new challenges, the Corporate Citizenship team created the Future Ready Program in 2022, to expand the Group's positive impact globally and accelerate a just transition.

There is a growing gap between the skills and competencies needed to drive the energy transition and those that our ecosystem (e.g., workforce, partners, suppliers, NGOs, customers, etc.) currently has. These skills, including knowledge in electricity and digital, are becoming increasingly essential for the transformation needed and can be hard to acquire. Part of this gap is due to many groups (particularly young adults) in situations of unemployment and/or with no access to education (for diverse reasons of social inequality). Investments are required to close this gap and give everyone the opportunity to take control of their professional future. The group's workforce, as well as our external communities must be supported, trained, and knowledgeable.

The Future Ready Program is dedicated to empowering all, regardless of their generation, to build their desirable future based on their individual aspirations by providing opportunities for everyone, everywhere.

Youth Empowerment in France

Today's youth is the future, however, many of them are in situations of low education or unemployment and therefore have lower access to resources to build their skills. To support our conviction of empowering young adults especially those from disadvantaged backgrounds, Schneider Electric is significantly involved in three major National French programs dedicated to young people facing concerns related to education, apprenticeship, network, or unemployment.

The “paQte” and “La France une chance, les Entreprises s’engagent” both sponsored by the French Government, and “Le Collectif pour une Économie plus Inclusive,” gathering 39 major French companies engaged. These companies are deploying collective actions concerning youth employment (particularly in 10 French areas), inclusive offers and procurement. The actions on youth employment are being led by Schneider Electric and Engie.

15 years after having created it, Schneider Electric still strongly supports the NGO “100 Chances 100 Emplois (100 Opportunities 100 Jobs). This initiative (focused on coaching, mentoring, and networking) has already helped more than 9,000 young people make progress towards employment when they were previously facing difficulties and roadblocks, such as discrimination or/and a lack of network. “100 Chances 100 Emplois” is now engaged in an ambitious scale-up plan (launched in early 2022) aiming to provide its benefits to 6,500 young people (1,000 in 2022) in 100 areas (44 in 2022) to cover all French regions by 2026.

Schneider Electric is also focusing on this mission of empowering young adults by offering more opportunities for professional integration to apprentices, interns, and doctoral students.

Senior Talent Program

Within this journey to further develop our talent and enable all to take control of their career path, the Senior Talent Program was launched in 2021 connecting the people and sustainability together. Throughout all stages in an employee’s career, there is the potential and opportunity to continue growing one’s skill set, so Schneider Electric wants to offer all employees the chance to learn and design their professional journey. Accompanying employees in the later stages of their career can accelerate the transfer of knowledge and skills across all generations, which is a great enabler to a just transition. To learn more about this program go to section 2.5.3 “Talent attraction and development” pages 211 to 217 of the 2022 Universal Registration Document.

Contribution to local communities in France

To accompany employees in creating a future based on their individual aspirations, Schneider Initiatives Impact (which regroups Creation Pass, Solidarity Pass, and Competencies Pass) was created in France to offer three innovative pathways to support employees in designing their professional future. The Creation Pass (Schneider Initiatives Entrepreneurs) is an internal support system to help employees start their own business. Since 2010, 1,042 projects have been supported and 577 of them have resulted in the creation or takeover of a business. These businesses have created more than 699 jobs in France and range in sectors including electricians, organic trades, restaurants, consultants, asset managers, and tech start-ups. The second option is the Solidarity Pass which allows employees to experience a skill sponsorship for a certain period where they offer their skills, energy, and dedication to an NGO. There are approximately 38 assignments each year. Finally, there is the Competencies Pass where employees offer start-ups/SMEs their knowledge and skills to enable local economic development. There have been 11 assignments in the past 5 years. These final two options allow for a mutually enriching experience where employees share their competencies to the wider community and gain knowledge in a new area/working structure.

Schneider Initiatives Impact’s structure in France is totally connected and represented in local business networks such as Chambre de commerce et d’industrie, Réseaux Entreprendre, DIESE association made up of other major groups, local public stakeholders (Direction du Travail et de la Solidarité, Préfecture...) and local NGOs such as Emmaus Connect or La Cravate Solidaire.

In the next few years, the ambition is to continue offering these meaningful career opportunities to as many employees as possible, so the team is focused on expanding Schneider Initiatives Impact to other countries. In the first quarter of 2023, these programs will be deployed in Belgium and Germany.

5.2 The Schneider Electric School

In 1929, Schneider Electric founded its own school – Paul-Louis Merlin – in Grenoble, to address the difficulty of recruiting skilled labor in the energy industry and help young people in precarious situations to access promising jobs. Today, it continues to focus on vocational training in Schneider Electric areas of expertise, with innovative training approaches and close alignment with actual industry practices.

Students leave with qualifications enabling them to continue in higher education or take employment in innovation-rich energy-sector fields such as renewable energies, home automation, and smart buildings, as well as energy management.

In 2019, to reinforce the link with the Group, the school changed its name to École Schneider Electric and new vocational training was added to support the creation of its CFA (*Centre de Formation d’Apprentis*).

In July 2021, to meet the ever-increasing need for skills in the energy and electrical sectors, and against the backdrop of increasing concern about the professional future of young people, the CFA took a new step forward and expanded its range of training courses both geographically and in terms of content by forging new partnerships. In addition to the current BTS “Fluids Energies Home Automation” and the Licence professionnelle “Connected Buildings and Intelligent Energy Management” courses, which are currently offered by the CFA, there are now:

- The BTS CRSA (Design and Production of Automatic Systems) with the Vaucanson High School in Grenoble (France);
- The vocational baccalaureate MELEC (Electrical Trades and Connected Environments) with the Lycée Pablo Neruda in Saint-Martin-d’Hères (France);
- The BTS FED Home Automation and Communicating Buildings, extended to a new geographical area, with the Lycée Maximilien-Perret in Alfortville (France).

In 2022, the CFA has signed a new partnership to increase its footprint in France.



2022 was a successful year with 101 internships. Of these students, 92% graduated, 48% continued studies and 52% gained employment.

Life Is On



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