

Schneider Sustainability

IMPACT

Our contributions to accelerate
sustainability for all

Q1 2025 Report

Life Is On

Schneider
Electric



Making

IMPACT

as the #1 most
sustainable company



2 guiding principles

#1 – Do well to do good and vice versa

- Performance
- Business
- All ESG

#2 – Bringing everyone along

- Model & Culture
- All Stakeholders

Our 6 long-term commitments

Act for a **climate-positive** world

by continuously investing in and developing innovative solutions that deliver immediate and lasting decarbonization in line with our Net-Zero Commitment

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 and work 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

Supporting  **SUSTAINABLE DEVELOPMENT GOALS**

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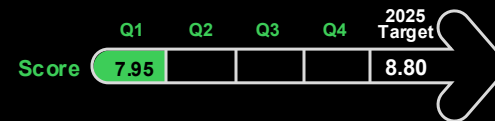
Schneider
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2021-2025

SCHNEIDER SUSTAINABILITY IMPACT

Q1 2025 Results



6 long-term commitments

Score	Program Baseline ¹	Q1 2025	2025 Target	Program Ambition
	3/10	7.95/10	8.80/10	10/10
CLIMATE				
1. Grow Schneider Impact revenues ²	70%	0%	74%	75% 80%
2. Help our customers save and avoid millions of tonnes of CO ₂ emissions ³	263M	0	697M	800M 800M
3. Reduce CO ₂ emissions from top 1,000 suppliers' operations	0%	0%	42%	49% 50%
RESOURCES				
4. Increase green material content in our products	7%	0%	40%	50% 50%
5. Primary and secondary packaging free from single-use plastic, using recycled cardboard	13%	0%	80%	90% 100%
TRUST				
6. Strategic suppliers who provide decent work to their employees ⁴	1%	0%	66%	96% 100%
7. Level of confidence of our employees to report unethical conduct ⁵	81%	0%	83%	84% 91%
EQUAL				
8. Increase gender diversity in ⁶ : hiring (50%), front-line management (40%), and leadership teams (30%)	41%	0%	41%	45% 50%
	23%	0%	31%	35% 40%
	24%	0%	32%	30% 30%
9. Provide access to green electricity to 50M people ⁷	30M	0	56M	60M 50M
GENERATIONS				
10. Double hiring opportunities for interns, apprentices and fresh graduates ⁸	4,939	x1	x1.87	x1.8 x2
11. Train people in energy management ⁹	281,737	0	928,444	1M 1M
LOCAL				
+1. Country and Zone Presidents with local commitments that impact their communities	0%	0%	100%	100% 100%

¹ Current cycle baseline ² Per Schneider Electric definition and methodology; 2019 baseline ³ cumulated since 2018 ⁴ 2022 baseline
⁵ 2021 baseline ⁶ From 2025 onwards, diversity targets shall not impact local incentives in countries or entities prohibiting the establishment of such targets
⁷ cumulated since 2009 ⁸ 2019 baseline

Climate

Q1 Highlights - 2025



The new SpaceLogic™ Touchscreen Room Controller **delivers energy savings with AI, comfort, and well-being**, setting a new standard for energy management in buildings



Our Wuxi factory in China is recognized by the World Economic Forum as Schneider Electric's 4th **Sustainability Lighthouse for its industry-leading reductions in emissions** and advancements in promoting a circular economy

#1 in Europe, Top 10 worldwide in 2025 **Carbon Clean 200** list of publicly traded companies that are leading the way with solutions for the transition to clean energy

Schneider Electric India's **Platinum Award in Net-Zero Leadership** from the Times now - Global Sustainability Alliance underscores our commitment to a Net-Zero value chain by 2050 and ecosystem-wide decarbonization

Energize

Schneider Electric announces the second Energize PPA cohort, supporting four global **healthcare companies to purchase 245 GWh of renewable electricity annually** for 10 years, supporting sector-wide decarbonization

Resources

Q1 Highlights - 2025



Since 2021, over **85% of Schneider Electric sites have implemented local biodiversity conservation and restoration programs**, enhancing ecosystems, supporting local wildlife, and promoting sustainable environmental practices



Schneider Electric and RichLand Logistics are launching new EV trucks for last mile delivery, ensuring **sustainable transportation from distribution centers to customers**, supporting Singapore's Net-Zero goal



On World Water Day, Schneider Electric reaffirms its **commitment to tackling the water crisis** by providing solutions that help water companies reduce freshwater use, increase recycling, and lower operational costs



Schneider Charge Pro, a new efficient EV charging solution, **simplifies the charging experience** and makes it easier for multifamily homes and apartments to adopt EV infrastructure



Our InterCity site in Grenoble has achieved LEED Platinum certification, making it **one of the world's most sustainable buildings** due to Schneider Electric's innovative solutions and 100% energy autonomy

Trust

Q1 Highlights - 2025



Recognized as a **Top-Rated ESG performer** out of more than 5,000 companies in Sustainalytics' ratings universe, which evaluates corporate governance, material ESG issues, and industry-specific risks



14 years of unwavering commitment to business integrity, recognized by our inclusion in Ethisphere's Top 100 World's Most Ethical Companies in 2025

Schneider Electric's 2024 Annual Report, compliant with the European Corporate Sustainability Reporting Directive (CSRD), provides transparent insights into our business, people, sustainability strategy, and performance, with a dedicated section **highlighting our commitments to corporate sustainability**



Achieved ISO/IEC 27701:2019 compliance for the first time, **enhancing our cybersecurity and privacy measures to build trust** and transparency within our ecosystem

Equal

Q1 Highlights - 2025



Recognized in **Glassdoor's Best Places to Work 2025** US and UK rankings, highlighting the **positive impact of our culture**, career opportunities, and work-life balance, as reflected in the feedback from our amazing #SEGreatPeople



Our solar-powered solutions in Indonesia ensure **reliable electricity for farming irrigation and clean water**, boosting productivity, improving quality of life, reducing diesel pump usage, and transforming the socio-economic development of rural communities



Received the **Gold Seal of the Capital Goods industry for Gender Equality** by Equileap in 2025, based on the assessment of women's representation, gender-pay gap, leave and flexible options, and policies in place



Global Alliance
for Social
Entrepreneurship



By signing the **Rise Ahead Pledge**, Schneider Electric is **expanding access to essential services** and fostering socio-economic development, particularly through its focus on energy poverty and impact investing in underserved markets

Generations

Q1 Highlights - 2025



In Vietnam, the **new Center of Excellence** at Ly Tu Trong College, supported by our Foundation and ASSIST NGO, will equip 200 lecturers with expertise in smart manufacturing, buildings, and renewable energy, as part of a network training 45,000 students.



At the GLOBAL INDUSTRIE fair in France, Schneider Electric welcomed young students to **explore careers in energy**, inspiring them to pursue their passions and create future vocations in the industry



Proud to partner with the Sachin Tendulkar Foundation to bridge the educational gap in India, positively **impacting over 60,000 students across 300 rural schools with modern learning tools** and clean energy



Renewing the *Engagement Jeunes* label for 2025 and achieving "Best-in-class" status for our corporate culture highlights Schneider Electric's commitment to **providing enriching experiences, development opportunities, and sustainable employment for young talents**

Local

Q1 Highlights - 2025



In **Malaysia**, employees are offered dedicated training on cultivating zero-waste habits at home, work, and while traveling. Additionally, they have spent over 480 hours on beach clean-ups, removing plastic, glass, and other unnatural waste from Malaysian shores



Schneider Electric **UK** and the Tottenham Hotspur Foundation are launching a STEM educational programme to inspire local pupils with interactive workshops and digital resources, equipping them with essential skills for a sustainable future



65% of Schneider's employees in **Poland** have engaged in sustainable commuting practices like carpooling, cycling, and using public transportation, contributing to create a zero-CO₂ emissions office environment



Schneider Electric **US** partnered with Habitat for Humanity of Greater Nashville to develop a solar-powered home, reducing energy costs and enhancing sustainability, thereby empowering families and benefiting the community

Methodological note

Schneider Sustainability Impact (SSI), is Schneider Electric's continuous improvement process to deliver outstanding sustainability performance, in line with its business strategy. Progress is measured against a 2020 baseline, except for two programs measured against a 2019 baseline to mitigate COVID -19 impacts (SSI #1 Impact revenues and SSI #10 opportunities for the next generation), one program measured against a 2021 baseline (SSI #7 Level of confidence to report unethical conduct), and one program measured against a 2022 baseline (SSI #6 our strategic suppliers provide decent work to their employees).

The SSI provides, on a scoring scale of 10, an overall measure of the Group's progress on its sustainability goals. This is done by converting each KPI's performance on a 10-point scale, considering that base year performance receives a 3/10 score,

and the 2025 ambition translates in a 10/10 score. For each KPI, the relevant score is obtained by linear interpolation and rounded down to the second decimal. By construction, the score of an indicator cannot exceed 10/10, and cannot be lower than 0/10. The overall score of the tool is the average of each KPI's score with equal weight, excluding the Local commitment (SSI #+1). An external auditor provides a limited assurance on the KPIs of the SSI once a year – including the review of the methodologies and processes used to consolidate the different KPIs. In 2024, the Group obtained a “reasonable” assurance for SSI #8.

Each year, the SSI performance impacts short-term incentives for the Group's executives and about 76,000 eligible employees, for 20% of the collective share.

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