



Q1 2024 Report

# Schneider Sustainability Impact

Our contributions to accelerate sustainability for all

Life Is On

**Schneider**  
Electric



## 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

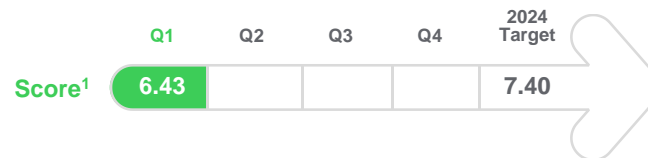
## Harness the power of all **generations**

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

## Q1 2024 Results



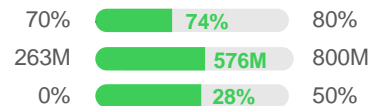
### 6 long-term commitments

#### CLIMATE



1. Grow Schneider Impact revenues\*<sup>2</sup>
2. Help our customers save and avoid millions of tonnes of CO<sub>2</sub> emissions<sup>3</sup>
3. Reduce CO<sub>2</sub> emissions from top 1,000 suppliers' operations

Baseline      Q1 2024      2025 Target



#### RESOURCES



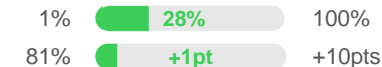
4. Increase green material content in our products
5. Primary and secondary packaging free from single-use plastic, using recycled cardboard



#### TRUST



6. Strategic suppliers who provide decent work to their employees<sup>4</sup>
7. Level of confidence of our employees to report unethical conduct<sup>5</sup>



#### EQUAL



8. Increase gender diversity in hiring (50%), front-line management (40%) and leadership teams (30%)
9. Provide access to green electricity to 50M people<sup>6</sup>



#### GENERATIONS



10. Double hiring opportunities for interns, apprentices and fresh graduates<sup>2</sup>
11. Train people in energy management<sup>6</sup>



#### LOCAL



- +1. Country and Zone Presidents with local commitments that impact their communities



\*Per Schneider Electric definition and methodology

<sup>1</sup> 2021 baseline 3/10, 2025 target 10/10

<sup>2</sup> 2019 baseline

<sup>3</sup> cumulated since 2018

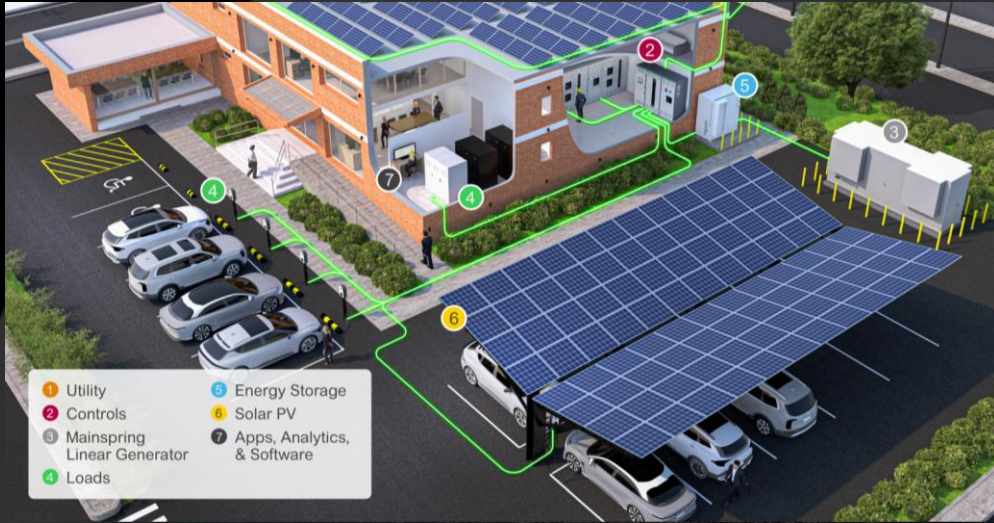
<sup>4</sup> 2022 baseline

<sup>5</sup> 2021 baseline

<sup>6</sup> cumulated since 2009

# Climate

## Q1 2024 Highlights



## Groundbreaking microgrid technology

to deliver more energy flexibility, resiliency and sustainability to commercial and industrial customers by combining Schneider Electric EcoStruxure Microgrid Solution and design-build services with Mainspring Energy Linear Generator



Leader position in 2023 "Green Quadrant: Energy Management Software" by Verdantix underlining our progressive and comprehensive approach to system integration



#1 in Europe, in Top 10 worldwide of 2024 Carbon Clean 200 list of publicly traded companies that are leading the way with solutions for the transition to clean energy

A Global 100  
**Most Sustainable Corporation**

13<sup>th</sup> year in a row, and 5<sup>th</sup> time in Top 10 of 2024 Corporate Knights' 2024 100 Most Sustainable Corporations in the World



Going above and beyond awareness as a leader on environmental transparency and action for the 13<sup>th</sup> consecutive year on the CDP Climate Change A List

# Resources

## Q1 2024 Highlights



**Schneider Electric is recognized as a Circularity Lighthouse** by the World Economic Forum and McKinsey, for its end-to-end circular approach across a broad portfolio in **energy and building automation solutions**



More **peace of mind thanks to EcoCare services UK** launch to help partners reduce electrical failure, maintenance, downtime, and carbon emissions



**73% of our sites in water-stressed areas with water conservation action plans** now in place



Initiated **new silver circular business model** in France with local refining partner WeeeCycling



Received **9 iF DESIGN AWARDS 2024** recognizing the positive impact of our product designs on users and the world

# Trust

## Q1 2024 Highlights



### Schneider Electric 2023 Annual Report

to provide transparent information on business, people, and sustainability strategy, concrete impacts, governance, and performance



100% of Schneider's employees provided with trainings on Sustainability, Cybersecurity, and Ethics



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



More than 3,200 suppliers assessed on ethical and sustainable business conduct as part of our "Vigilance Program"



#1 in Industry Group in 2024 Sustainalytics' list of ESG Top-Rated Companies with the best ESG risk rating score

# Equal

## Q1 2024 Highlights



**Less than 1% gender pay gap** for both women and men, delivered by Schneider Electric's **holistic pay equity strategy** in line with our Diversity, Equity, and Inclusion policy and IMPACT values



Uniting Schneider Electric employees around our newly launched IMPACT values **Inclusion, Mastery, Purpose, Action, Curiosity, and Teamwork**



Internal webinar series deployed to **combat stigma of working with cancer** and other chronic diseases



Providing **clean and reliable electricity** for health centers for the benefit of more than **300K people in North-East India**



Ranked as one of the **Top 100 Companies for Gender Equality Globally** by Equileap in 2024, based on assessment of women representation, gender-pay gap, leave and flexible options, and policies in place

# Generations

## Q1 2024 Highlights



### Schneider Electric's Senior Talent Program

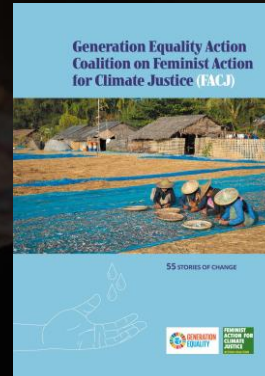
facilitated access to meaningful career development programs for **67% of employees** in the later stages of their career



Partnered with the National Society of Black Engineers to **advance youth excellence in STEM** and inspire the next generation of tech talent



Schneider Electric's Center of Excellence recognized as **"The Best Contributor for Learning and Practical Kit"** by Indonesia's Ministry of Education and Culture for empowering 27,000+ students



**"Conserve My Planet"** initiative part of Schneider Electric Youth Education & Entrepreneurship Program in India, featured by the **UN Action coalition of Women (FAJC)** as an inspirational story



# Local

## Q1 2024 Highlights



### 100% Country and Zone Presidents committing to more local impacts

with extension of targets and launch of new initiatives to drive environmental and social progress in line with specific local needs



4,600+ sustainability trainings completed since last year in France to help accelerate action and impact



30,800+ students with access to solar powered digital classrooms in rural India to benefit from reliable and sustainable learning



50kW of deployable and sustainable emergency power capacity secured to support US communities in case of disaster



68,000+ business partners, customers, and vocational students trained in low carbon, energy management and automation solutions in China

# 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 objective 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 2022, the Group obtained a “reasonable” assurance for SSI #8 and will progressively cover all externally assured KPIs with this new level of assurance.

Each year, the SSI performance impacts short-term incentives for the Group's executives and about 64,000 eligible employees, for 20% of the collective share.

[se.com/sustainability](https://se.com/sustainability)

For further inquiries, please reach out to our Investor Relations team [here](#).

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