

2023 Social Impact Report

The Next Frontier: Industrial Tech for Sustainable Impact

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 (SSI). This barometer measures the Company’s objectives and progress every quarter, on all dimensions of responsibility, encompassing all the Group’s stakeholders on a global scale.

The success of the SSI further inspired the Group to do even more and to think about the world of tomorrow, both in the environmental and climate fields – without forgetting the social and territorial dimensions. If the transition is not inclusive and equitable, if it does not involve citizens, if it does not allow young people to build their future and create their businesses, it will not happen. 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 and its 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. After updating its Human Rights Policy in 2022, Schneider Electric published internal guidelines to protect, respect, and guarantee dignity for Migrant Workers. The Group also implemented new ways of engaging with its suppliers’ employees, through a pilot in Vietnam to identify human rights issues.

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, to accelerate the just transition. After defining the Group’s roadmap through the Future Ready program, the Senior Talent program deployment started in 2023 with two waves that included 60% of Schneider Electric’s footprint. Two other waves are planned for 2024. The full program encompasses 25,000 seniors with the objective of powering their talent and aspirations.

The third priority focuses on young people. They have never been so many on the planet, but lots of them have no access to education. The Company has a role to play in supporting them. In 2023, Schneider has reinforced its actions towards gender equality in the energy sector with the support of the Schneider Electric Foundation and employees through mentorship. The Group wants to empower girls and demonstrate that access to education can challenge the status quo. This mission is carried out in collaboration with around 400 local partners including F’SASEC in South Africa and ElectroMisr in Egypt.

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.

“Schneider Electric understands that the energy transition will only be possible if it is a just transition. On one hand, digital innovation brings solutions to decarbonize and save the planet. On the other hand, social innovation saves its inhabitants by taking care of everyone. We bring everyone along through various actions including designing solutions for people in difficulty or without access to energy, transferring skills to today’s youth and building solidarity initiatives for people in disaster areas.”

Gilles Vermot Desroches,
Chief Citizenship Officer & Senior Vice President Institutional Affairs



Progress of our Social Impact commitments

Schneider Sustainability	#	2021 – 2025 programs	Baseline ⁽¹⁾	2023 progress ⁽²⁾	2025 Target
Impact (SSI)	9.	Provide access to green electricity to 50M people	2020: 30M	+16.6M	50M
	11.	Train people in energy management	2020: 281,737	578,709	1M
Essentials (SSE)	25.	Increase the number of volunteering days since 2017	2020: 18,469	58,177	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 2023), in accordance with ISAE 3000 assurance standard (for more information, please refer to the 2023 Universal Registration Document). The 2023 performance is also discussed in more details in each section of this report.

2023 Highlights



New Altivar Solar Drive is a smart solar powered drive for irrigation and livelihood applications. It was launched in 2023, as was Villaya Flex, a packaged microgrid solution for off-grid communities to maximize clean energy while reducing pollution from genset usage and reducing the carbon footprint.



Tomorrow Rising Fund supporting Türkiye, Syria, and Morocco: strong mobilization after the earthquakes, with a first priority on emergency help and a strong focus on youth education.



Schneider Electric has committed EUR 20 million in Gaia Energy Impact Fund II in 2023. This new venture capital impact fund will support entrepreneurs with high environmental and social impact in the field of energy transition in Africa. The ambition: 20,000 jobs created, four million people with access to energy, and four million tons of CO₂ avoided emissions.



The Schneider Electric Foundation draws on a brand new network of around 80 Foundation Delegates, covering 100 countries, with an increasing engagement of employees on mentorship.



In 2023, the Schneider Electric Foundation has reached the bar of 578,709 young people trained in energy-related professions thanks to historical partnerships such as UCEP in Bangladesh. With the launch of the Empowering Girls and Women program, the Foundation will accelerate its objective to reach one million people trained by 2025.



In 2023, Schneider Electric Initiatives launched in Belgium, offering employees innovative pathways to diversify their career development; one employee (shown in the picture) is becoming an entrepreneur thanks to the Creation Pass! These programs were also launched in Germany, Switzerland, and Austria in connection with the Senior Talent program as part of their multi-generational strategy.

Our long-term commitment

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

An “Impact Maker” 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 on 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 the ecosystem

An Impact model recognized in external ratings



In top 1% performance among 100,000+ companies, achieving Outstanding level



The only company in its sector listed as A List 13 years in a row

Corporate Knights:
A Global 100 Most Sustainable Corporation

Schneider has been featured on Corporate Knights' Global 100 list of sustainability leaders every year since 2012, ranking 7th in 2023

Moody's
ESG Solutions

Schneider is part of the Euronext Vigeo World 120, Europe 120, Euro 120, France 20 and CAC40 ESG indices

Dow Jones
Sustainability Indices

#1 among industry peers, scoring 88 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:

<p>Act for a climate-positive world</p> 	<p>by continuously investing in and developing innovative solutions that deliver immediate and lasting decarbonization in line with our carbon pledge.</p>
<p>Be efficient with resources</p> 	<p>by behaving responsibly and making the most of digital technology to preserve our planet.</p>
<p>Live up to our principles of trust</p> 	<p>by upholding ourselves and all around us to high social, governance, and ethical standards.</p>
<p>Create equal opportunities</p> 	<p>by ensuring all employees are uniquely valued in an inclusive environment to develop and contribute their best.</p>
<p>Harness the power of all generations</p> 	<p>by fostering learning, upskilling, and development for each generation, paving the way for the next.</p>
<p>Empower local communities</p> 	<p>by promoting local initiatives and enabling individuals and partners to make sustainability a reality for all.</p>

Our unique transformation tool

Since 2005, Schneider Electric measures and demonstrates its progress against sustainability goals with a unique transformation dashboard today 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 2023, the Group obtained a "reasonable" assurance for SSI #8.

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**

1 Improving lives through access to green electricity

1.1 Context

Today⁽¹⁾, around one and half billion people have little or no access to electricity.

In 2021⁽²⁾, 675 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, more than 560 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.
- Based on the pace of electrification vs. population growth, in 2030, around 560 million people would remain without electricity, which would be 85% of the unelectrified world population. This number is expected to be similar to the number of people without access to electricity in Sub-Saharan Africa in 2021.

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, clean, affordable, reliable, and sustainable energy offer. At Schneider, this is called Electricity for Life and Electricity for Livelihood.

1.3 Actions and impacts

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 communities. 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, thus allowing people to be the agents of their own transformation.

The Access to Energy social business works in synergy with the Youth Education & 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





Our 2025 Commitment

Provide access to green electricity to 50 million people by 2025 and 100 million by 2030

Schneider Electric is providing solar solutions for more than 500 health centers in South Asia and Africa. These facilities previously did not have electricity or 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 1.5 million people.

Our progress

2020 Baseline	2023 Progress	2025 target*
30M	<div style="width: 100%; height: 15px; background-color: #2e8b57; position: relative;"> <div style="width: 55%; height: 100%; background-color: #90ee90;"></div> </div>	+16.6M 50M

* Cumulated since 2009.

(1) Source: Tracking SDG 7: The Energy Progress Report 2023, 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).; Off-Grid Solar Market Trends Report 2022 by Lighting Global/ESMAP, the International Finance Corporation, Efficiency for Access Coalition, GOGLA and Open Capital Advisors.

(2) Source: Tracking SDG 7: The Energy Progress Report 2023, 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.

1.4 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

Mobyia 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. With a focus on circular economy, Mobyia's recycled plastic and recycled packaging material promote durability, reusability, and recyclability.

Mobyia 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.

Mobyia 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 has provided around 4,000 Mobyia Original solar lanterns impacting around 19,000 people in rural and peri-urban areas across Africa.

Homaya

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



3 products

Homaya Hybrid: solar hybrid home system, specifically designed for versatile applications including clean cooking.

Homaya Hybrid PAYG: solar hybrid home system with Pay-As-You-Go function.

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

Case Study: More than 100 schools and health clinics in remote and rural areas of Senegal have been equipped with access to clean and reliable electricity through Schneider Electric's Homaya Hybrid and Homaya Pro solutions, benefiting students in schools, and medical staff and patients in health clinics.

Villaya

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



2 solutions

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

Villaya Water: Villaya solution embedded with new Altivar Solar Drive for irrigation and agro processing applications.

Case Study: In remote areas of Bangladesh, reliable irrigation is being enabled via Schneider Electric's Villaya Water solutions, helping farmers irrigate their farms using clean energy solutions and impacting the lives of over 1700 rural people.

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 and remote connect/disconnect, to build local tariff plan and better manage peak load.

Case Study: Around 16,000 students in remote villages in India have better access to education due to reliable electricity provided by Schneider Electric's solar systems and EcoStruxure™ digital platform.

2 Investing for high social impact

2.1 Context

Impact Investments are investments made with the intention of generating a positive, measurable social and environmental impact alongside a financial return, as defined by the Global Impact Investing Network (GIIN).

Based on this definition, impact investing is an innovative way for organizations to address social needs, contribute to people's well-being, and help them access development opportunities. Hence many companies are building partnerships with local and international players 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;
- 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, a Strategic Committee, or an Impact Committee to help them setting up and managing their investment and impact 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 Investment 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 five vehicles targeted at:

1. Contributing to an inclusive economy with SEEA.
2. Bringing access to green energy and contributing to net-zero in South and South-East Asia with Schneider Electric Energy Access Asia (SEEAA).
3. Enabling green energy access in Africa with E3 Capital impact fund (formerly Energy Access Venture (EAV)).
4. Supporting entrepreneurs with high environmental and social impact in the field of energy transition in Africa with Gaia Energy Impact Fund II.
5. 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 2023, 6,287 (past or present) Group employees in France had invested EUR 42.2 million in the *Schneider Energie SICAV Solidaire* fund.

Since 2009, SEEA has invested in 26 companies and exited from ten. In 2023, SEEA invested in one new company (Wall'up) and reinvested in one company (Envie Rhône-Alpes).

As of December 2023, SEEA portfolio included 16 companies, of which 12 in France, one operating in Europe, and three operating in Africa, South-East Asia and Latin America, and managed the following amounts:

- EUR 3 million in capital invested by Schneider Electric;
- EUR 3.2 million 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:
 - Six invested companies for a total of EUR 2.25 million (*Foncière du Possible*, LVD Energie/HomeBlok, Soliha BLI, Dorémi, Réseau Eco-Habitat, Wall'up).
- **Promote digital and financial inclusion:**
 - Two invested companies for a total of EUR 430,000 (SIDI, Kajou).
- **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).
- **Promote job creation, income generation and inclusion:**
 - Four invested companies for a total of EUR 640,000 (Talendi, Incubethic, *Envie Rhône Alpes*, *Fabrik à Yoops*).

Okra Solar



Okra closed a new fundraising in 2023, confirming the feasibility of the business model, and enabling a strong deployment in Nigeria and Haiti.

Project description

Okra is an Australian-Cambodian social and innovative enterprise with operations in Southeast Asia and Africa.

It promotes **access to affordable, clean, and sustainable energy to precarious populations**.

The **mesh grid technology** developed by Okra drastically reduces installation costs and enables access to electricity to off-grid communities.

It consists of an intelligent plug and play controller that connects individual solar panels paired with a SaaS technology that remotely monitors and controls networks and manages payments.

Impact assessment

From the launch of the project to November 2023, Okra Solar's projects represented:

- **+31MWh of renewable electricity** produced.
- **14,700 beneficiaries impacted** who have now access to electricity.



Goparity



The investment of SEEA in Goparity (2022) was a first step towards expanding SEEA's activities to Europe.

Project description

Goparity is a Portuguese enterprise that has developed a **crowdfunding platform/service** that connects companies seeking alternative financing for their environmental and social businesses with individuals and companies who want to invest in impactful projects. It operates mainly in Europe, with some financed projects in Africa and South America.

Between 40 - 50% of the projects are in the sustainable energy sector. Their mission is to democratize access to sustainable finance, controls networks and manages payments.

Impact assessment

From the launch of the project to November 2023, Goparity represented:

- **90,000 beneficiaries** impacted by financed projects.
- **> EUR 30 million** invested in 321 projects with a high environmental and/or social impact.
- **> 25,000 tCO₂ avoided** per year.

GOPARITY



Delivering social impact for a just transition

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 2019 to help the region tackle these challenges and advance towards SDG 7 “Ensure access to affordable, reliable, sustainable and modern energy for all”. Three other investors joined forces with Schneider: the European Development Finance Institution Management Company (EDFI MC), the Norwegian Investment Fund for Developing Countries (Norfund), and Amundi (*Finance et Solidarité* fund), committing a total of EUR 20.9 million.

SEEAA, through its dedicated Schneider management team based in Singapore, invests primarily in equity and quasi-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 2023, SEEAA had invested in 11 start-up companies (Freyr, Frontiers Markets, Xurya, Oorja, ATEC, Carbon Masters, SMV, Agros, Selex, Biofuels Junction, Solarkita), for a total of EUR 7.7 million.

SEEAA's goals are 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.
- **Accelerate the transition towards renewable energy and net-zero:**
 - The goal is to invest in projects that enable the transition of economies to clean renewable energy sources and provide solutions to reduce CO₂ emissions.

Agros



Project description

Agros is a start-up company pioneering in the sustainable agriculture in South-East Asia. The company provides a one-stop solution for crop farmers to switch to sustainable farming. Their solution includes a combination of hardware, inputs, financing, and advisory with the ambition to allow farmers to double their income while making their farm climate-resilient for generations to come.

Agros' solar water pumps help farmers reduce fuel cost for and provide clean water for year-round irrigation, enabling them to grow additional crop cycles. Paired with soil advisory solutions to improve soil fertility and reduce chemicals dependence, Agros enables farmers to increase their yields. All these solutions are backed with tailored financing.

Impact assessment

Since the launch of the project, Agros has:

- Sold **2,559 solar water pumps** in Myanmar and Cambodia, directly impacting **13,780 beneficiaries**.
- Created **121 direct jobs** (employees and farmers), allowing them to earn decent income.



Freyr



Project description

Freyr is an Indian tech-enabled company that **designs, procures, and installs rooftop solar systems** for private homes and small businesses.

The rooftop systems are sold via Freyr's proprietary technology platform, that streamlines the process from sales and financing to installation, ultimately offering services as the one stop platform.

Freyr brings together an ecosystem of stakeholders and third party vendors to make solar affordable and accessible for more people, as part of the global push for clean energy and decarbonization

Impact assessment

Since the launched of the project, Freyr has:

- Supported the installation of **2,600 rooftop solar panels**
- Deployed a **total capacity of 27.4 MWp**.



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 Entrepreneurial Development Bank), FISEA-PROPARCO, OFID, and AFD-FFEM.

At the end of 2023, E3 Capital had invested in 15 companies and exited one. 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 17.1 million (Zola Electric in Tanzania, BBoxx (Solar Impact Holdings) in Ghana, Nuru in Democratic Republic of Congo, Zonful Solar Energy in Zimbabwe, and ZIZ Energy in Chad).
- **Provide access to clean productive use energy:**
 - Six invested companies for a total of EUR 24.5 million (ManoCap Energy in Ghana, Candi Solar in South Africa, SolarX in Mali, Greenlight Planet (formerly PayGo Energy), SunCulture, and InspiraFarms in Kenya).
- **Promote digital and financial inclusion:**
 - Three invested companies for a total of EUR 12.5 million (Mawingu, Solarise Africa, and Palgo in Kenya).

Nuru



Project description


Nuru is the **leading smart distributed utility in Democratic Republic of Congo (DRC)**.

It develops, finances, and operates profitable **solar powered “metrogrids”** for businesses, industries, SMEs, and households. Nuru focuses on urban zones with high levels of commercial and residential activity that are geographically clustered around dense metrogrid ready zones. Nuru deployed Congo’s first solar-based mini-grid in 2017 and has a 1.3 MW solar hybrid site in Goma, the largest off-grid mini-grid in Sub-Saharan Africa. In total, Nuru manages four solar-based grids across DRC.

Impact assessment

From the launch of the project to November 2023, Nuru represented:

- **> 120,000 beneficiaries impacted** who have now access to electricity.
- **13.7 MWP** of operating capacity.
- **> 15,000 tCO₂ avoided** per year.







Photo: © Grace Ruboneka for Nuru Marketing & Communication Department

SunCulture




Project description

SunCulture is a Kenyan-headquartered company that uses **off-grid solar technology to provide customers with reliable access to water, irrigation, lighting, and mobile charging**. It operates through both direct operations and distribution partners in several markets in East, West, and Southern Africa.

The products combine solar water pumping technology with high-efficiency drip irrigation so smallholder farmers can grow more while spending less. SunCulture offers comprehensive solutions, combining market-leading technology with Pay-As-You-Grow financing and value-add services (advisory, installation, training).

Impact assessment

- 89% of beneficiaries reported an **improved quality of life**.
- 87% of smallholder farmers report **increased farming incomes** due to the SunCulture system.
- Drip irrigation **saves up to 80% of water** compared to current practices.






Photo: © SunCulture – Smallholder farmers hold the key to global food security. Here, a SunCulture engineer demonstrates one of their products in action.

Delivering social impact for a just transition

4. Supporting entrepreneurs with high environmental and social impact in the field of energy transition in Africa with Gaia Energy Impact Fund II (GEIF II)

In September 2023, Schneider Electric, Capelan, Capital Croissance, and *Investisseurs & Partenaires* joined forces with the Gaia Impact team to launch GEIF II. This new venture capital Impact fund is specialized in the energy transition in Africa and the support of entrepreneurs with high environmental and social impacts. The fund is managed by Capital Croissance. Gaia Impact acts as exclusive advisor both to the fund manager and the portfolio companies. Schneider Electric and Capelan are two cornerstone investors. *Investisseurs & Partenaires* provides its expertise regarding African countries and technical assistance to the Gaia Impact team. Schneider Electric committed a total amount of EUR 20 million and has seats at the Advisory Board, the Consultative Investment Committee, and the Impact Committee.

GEIF II will invest tickets between EUR 500,000 and EUR 5 million (in equity or quasi-equity) in around 25 early-stage (Seed and Series A) companies and follow on up to growth phase (Series B). Most investments will be made in companies operating in African countries (with a maximum of 15% in other emerging countries). Investments will support six sectors within the distributed renewable energy value chain: minigrids, decentralized energy systems, commercial and industrial energy systems, productive use of energy, new renewable energies, and enabling technologies (tech innovations).

Half of the team's carried interest is tied to the achievement of Impact objectives that will be measured by accredited third-party organizations and monitored by an independent Impact Committee. GEIF II's goals are to bring energy to four million people, to create 20,000 jobs, while enabling the avoidance of four million tons of CO₂.

The fund has reached its first target of an initial closing of EUR 40 million for summer 2023. The goal is to raise another EUR 40 million in the first half of 2024 to reach a final target amount of EUR 80 million. At the end of 2023, the fund has deployed EUR 6 million, and the portfolio comprises six companies, of whom four were transferred from the fund GEIF I.

5. 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 230 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 one million people and avoided or sequestered over four million tons of CO₂. Carbon Fund #2 (2017) aims to benefit two 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 two 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 has been carbon-neutral since 2019.

As of December 2023, the total carbon credits accumulated since 2011, corresponding to Schneider Electric's participation in Livelihoods Funds, was 499,743 tons, of which 119,945 tons have been used to offset Schneider Electric's Paris Marathon carbon emissions.



SureChill

Over summer 2023, GEIF II closed their 1st deal with a US\$1 million investment in SureChill.

Project Description


SureChill is a Kenyan-based company whose goal is to improve the living conditions and healthcare of vulnerable populations all around the world.

The company has developed a revolutionary water-based cooling technology that powers autonomous refrigerators when electricity is missing. The technology addresses the issue of providing reliable cooling with an intermittent or erratic power supply. SureChill provides medical refrigerators for temperature-sensitive drugs and vaccines, and robust fridges for homes and businesses.

Impact Assessment

This new technology allows **vaccine refrigerators to operate without the need for a constant power source** and avoids the use of costly and unreliable solar rechargeable batteries. As an example, SureChill is working closely with GAVI, the Vaccine Alliance, UNICEF, PAHO Ministries of Health and other to help make **a positive impact on the Cold Chain**.

SureChill.



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 non-governmental organizations (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 UN 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. The Schneider Electric Foundation's goal, under the aegis of *Fondation de France*, 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. The Foundation goes about fulfilling this objective each and every day, all over the world, through concrete initiatives and programs.

The Group's first Philanthropy Policy was implemented in 2023. The objective is to define Schneider Electric's position on philanthropy, its priorities, and its principles of action, in line with the 17 UN SDGs. It provides a coherent and consistent framework enabling Schneider Electric entities and employees to contribute and act.

In 2023, the EUR 4 million annual budget of the Schneider Electric Foundation was invested in more than 140 projects, supporting 180,845 youth with a key engagement of the Schneider Electric community, contributing with 17,083 days of volunteering.

This commitment is being amplified with an additional EUR 21 million from the Schneider Electric's entities and employees giving back in their communities. In total, more than EUR 25 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 (977 in 2023) 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:

- Ten members: five from Schneider Electric (including the Chairman and two representatives of the employees) and five external experts.
- One 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; and
- Social Impact Assessment Leader.

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

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

3.4 Key actions driven by the Schneider Electric Foundation

Schneider Electric'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. Six main actions are driven by the Schneider Electric Foundation:

1. Developing access to education and entrepreneurship for the youth with the Youth Education & Entrepreneurship program deployed globally.
2. Developing volunteering and social mentorship as a key contribution to the success of youth projects and initiatives.
3. Acting as a corporate citizen by supporting international causes with the Tomorrow Rising Fund.
4. Strengthening its impact thanks to Schneider Electric Sister Foundations (North-America, India, Australia).
5. Support innovation with emblematic projects.
6. Measuring the impact of all the programs.

More information on these actions are given in the next sections.

Delivering social impact for a just transition

3.5 Youth Education & Entrepreneurship program deployed

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.

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, the program is evaluated every six months 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 on a regular basis. 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 co-ordinator sets regular meetings to support the zone representatives and guarantee the progress of the program in each zone. 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.

For years, the Schneider Electric Foundation has broken new ground in measuring social impact, aiming to enable its partners to better fulfill their missions. After different independent social impact evaluations carried out in previous years, the Foundation has taken a step further in 2023; based on an innovative approach, it started co-creating with its partners and experts an evaluation framework applicable to different programs. It will allow both partners and the Foundation itself to measure the social impact of the missions, autonomously, iteratively, and within a continuous improvement perspective. This will guarantee that the actions are focused on bringing a real positive for the beneficiaries.


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**, linked to the energy transition, 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





Our 2025 Commitment

Train one million people in energy management

The Youth Education & Entrepreneurship program has supported the training of 578,709 people worldwide since 2009. More than 8,500 trainers and 8,200 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.

Schneider Electric and its Foundation's partnership with SENATI marks a significant investment in advancing technical education in Peru, South America. SENATI, an institution established by the National Society of Industries, plays a crucial role in providing professional training across various industrial sectors. The collaborative project focuses on enhancing SENATI's training laboratory for Industry 4.0 by investing in 11 benches. These advanced tools empower SENATI teachers with the skills to diagnose and operate systems remotely, aligning with the demands of modern industries. The Industrial Electricity and Industrial Mechatronics programs are the primary beneficiaries, impacting a total of 4,002 students over five years. In 2023, all training sessions with teachers have been successfully concluded, and Schneider Electric is looking forward to witnessing the positive impact of this initiative in 2024.

Our progress

2020 Baseline	2023 Progress	2025 target*
281,737	578,709	1M

* Cumulated since 2009.

 To learn more on the actions developed in 2023, please see **section 4 page 17**.

3.6 Volunteering and social mentorship for successful youth projects and initiatives

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 youth education, planet, poverty, and communities. In particular:

- Employees volunteer their time, energy, and lifelong learnings 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 Electric 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.

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 and Well-Being;
- Member, volunteer representative;
- Member, Chief Citizenship Officer and Senior Vice-President Institutional Affairs.

One to two Executive Board meetings are organized each year.

The Schneider Electric Foundation draws on a network of around 80 delegates, covering 100 countries. This community was renewed in 2023. Its 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 social 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 are 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 27 languages for Schneider Electric employees with the potential to be increased to 37 languages, the platform can be accessed from anywhere in the world with one click (Single Sign-On) 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 2023, these included the Tomorrow Rising fund and the Giving Tuesday to Empower the Next Generation for Impact dedicated for Mentoring scheme as well as the International Volunteer Day which focused on solidarity and local mobilization through volunteering and mentoring and will continue for the next years. These campaigns showcase local initiatives to a global audience. Delegates also participate in campaigns following natural or other disasters. For example, in 2023, employees responded enthusiastically to the launch of the Tomorrow Rising Fund for the earthquakes that happened in Türkiye, Syria and in Morocco.

Generations

SSE #25





Our 2025 Commitment

50,000 volunteering days since 2017

In 2023, 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 in person 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 17,083 volunteering days in 2023, the 2025 target has already been reached.

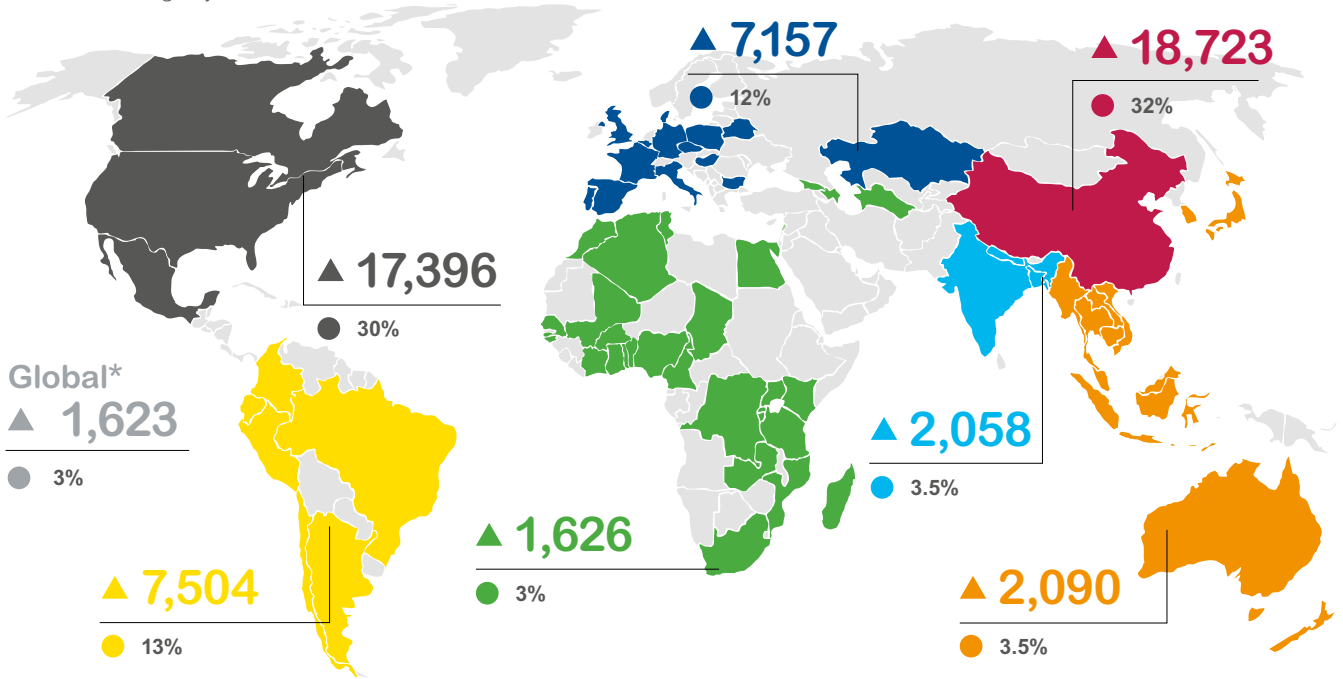
Our progress

2020 Baseline	2023 Progress	2025 target
18,469	58,177	50,000

Employee engagement, cumulated per region since 2018

▲ Total 58,177
volunteering days

▲ Volunteering days
● Distribution



* Days in global/multi-country initiatives

3.7 Acting as a corporate citizen: Tomorrow Rising Fund

Context and goals

Since its creation in 1998, the Schneider Electric Foundation has proposed 22 specific emergency and rebuilding campaigns. It acts as a relay and amplifies the mobilizations of local Schneider Electric entities following natural disasters or emergency situations in the concerned countries.

Actions and impacts

Schneider Electric employees have always demonstrated an incredible spirit of solidarity in the face of crisis. Through the Tomorrow Rising Fund, Schneider Electric employees contributed to campaigns following the earthquake in Türkiye, Syria, and Morocco.

For each campaign, a special Steering Committee was established to take charge of organizing the appropriate release of funds to support the communities affected by the earthquake. Donations of Schneider Electric employees from around the world are already contributing by providing emergency kits, maintaining education, and supporting refugees and NGOs' missions.

Türkiye and Syria

Initial donation from the Schneider Electric Foundation. Financial donation campaign from employees with matching.

- To face emergency:
 - In-kind donations organized in Türkiye (blankets, clothes, tents, etc).
 - 7,000 solar lamps.
 - Support to SOS Attitude & ESF
- To contribute to rebuilding the education system and professional training:

Türkiye

- 5 scholarships to female university students for four years with Turkish Education Fund.
- 100 scholarships to female university students for one year with Turkish Education Fund.
- Volunteering and mentoring initiatives in place to support impacted communities.

Syria

- 6 scholarships to female university students in Science, Technology, Engineering and Mathematics for four years with Muslim Hands.



Morocco

Launch of the communication campaign and of the online donation campaign.

- Phase 1: Facing emergency:
 - In-kind donations organized in Morocco (tents, sleeping bags, solar lamps, kitchen devices, etc).
 - 8,000 solar lamps given in five districts.
 - Support to SOS Attitude.
- Phase 2: Education will be deployed beginning of 2024 with a focus on professional training.



3.8 Strengthening its impact thanks to 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.

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. The Foundation drives change in its communities. It also offers 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.
- 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:

1. Energy Equity: energy is a basic human right and to make it available and affordable to everyone, the Foundation partnered with Habitat for Humanity and Inherent Homes.
2. STEM Education: preparation of the next generation for STEM-related careers is done with partners like TryEngineering and FIRST Robotics.

3. Disaster Relief: As natural disasters are occurring at an increasing rate, the Foundation's goal is to ensure its partners, such as Footprint Project and American Red Cross, are prepared to respond sustainably.
4. DEI and well-being: The Foundation is committed to supporting the health, well-being, and equity of all communities by partnering with organizations like NSBE (National Society of Black Engineers) and ACP (American Corporate Partners).

In 2023, the North America Foundation contributed over USD 7 million in cash and product donations to over 1,900 charitable organizations and participated in 25,000 employee hours.

India

During 2023, Schneider Electric India Foundation (SEIF), which is the corporate social responsibility (CSR) arm of all Schneider Electric business entities in India, focused on following programs:

1. Skill development in the field of energy management: 34,292 unemployed youth were provided training in the field of electricity, solar energy and automation including 1,750 females. 363 trainers were also trained through "train the trainers". In addition, 323 youth were provided entrepreneurship training to start their entrepreneur journeys in the energy profession through SEIF's Skill Development program.
2. Clean Energy for sustainable Livelihood: 2,633 indigenous farmer families were supported to have access to irrigation through solar powered pumps and grow two or three crops in a year under the "Clean Energy for Sustainable Livelihood" project. The project impacted the community by doubling the annual income of women smallholder farmers and ensured food and nutrition security in remote villages of Jharkhand, Odisha, and West Bengal.
3. Conserve My Planet: 7,680 school children from 70 schools trained on conservation of energy and environment across seven metro cities under the Conserve My Planet program.
4. Scholarship: SEIF will provide scholarships to 40 meritorious students from financial disadvantaged backgrounds to pursue higher study in the field of engineering.
5. Environment: More than 300,000 trees have been planted for conservation of environment and carbon sequestration.
6. Volunteering: SEIF encourages employees to participate in all the above initiatives, and during 2023 more than 400 volunteers contributed 500 volunteering days. Approximately 300 Schneider employees shared their knowledge with underprivileged youth under the SE Teacher's Mission Initiative.

Australia

In 2023, Schneider Electric Pacific Fund contributed to AU\$ 375,000 to major Australian charity partners – Raise Foundation, Beacon Foundation, Australian Torres Strait Islander Maths Alliance (ATSIMA), and Centre for Appropriate Technology (CfAT). In New Zealand, NZ\$ 40,000 has supported Puhoro and Graeme Dingle Foundation Through our Giving@SE program, a total of more than AU\$ 72,000 was donated to charities thanks to individual employees and matched donations from Schneider Electric (up to AU\$ 5,000/employee/year).

Delivering social impact for a just transition

3.9 Support innovation with emblematic projects

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.

Atelier 21, a Foundation partner, has been granted two Solar Impulse Efficient Solution 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 Réunion, the US, 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.

Building on the success of the exhibition on cities in 2022 at Schneider Electric premises Intencity (Grenoble, France), the Schneider Electric Foundation contributed to the exhibition "Cities of Tomorrow" inaugurated in September 2023 at *La Cité des Sciences* in Paris (France). It was also the opportunity to develop conferences for different stakeholders such as decision makers, and students. At the occasion of COP23, the partnership has been renewed for two years with a strong focus on advocacy, education, and promotion of solutions

3.10 Measuring the impact of all the programs

Social Impact is part of the DNA of Schneider Electric Foundation: we want to bring a real positive change for the beneficiaries of our programs. Social Impact assessment is the compass guiding the Foundation and its partners in the best direction to guarantee that the actions and energy are focused on offering real added value.

For years, different evaluations have been conducted by experts in the domain. These evaluations underlined different challenges. Therefore, the Foundation decided to go one step further with an innovative approach to address them - the creation of a new global and common Social Impact framework for the Schneider Electric Foundation initiatives. This new framework considers one key mindset shift empowering the partners to be autonomous on evaluating the impact of their initiatives.

To develop this program, the Schneider Electric Foundation partners with highly advanced experts in the domain, Impact Track company, in partnership with the E&MISE Social Impact Lab from ESSEC Business School. The framework is supported by a tool responding to decisive aspects such as the possibility to launch assessments on regular/systematic basis as well as on demand, or to have aggregated data at different levels (partners, countries, foundation).

To develop this plan, the Schneider Electric Foundation has adopted an incremental approach in two main phases:

- A pilot phase, with first focus being in the training program, with a co-creation process with partners, domain experts, and internal teams of the Theory of Change, applied in concrete and diverse scenarios. The participation of the foundation partners, ACTEC (Association for Cultural, Technical and Educational Cooperation), IECD (*Institut Européen de Coopération et de Développement*) and the SRF Foundation, is key in this phase, allowing piloting a deployment: Ecuador, Egypt, India, and Cameroon.
- A scale phase, globally deploying the methodology to other countries and partnerships and, later, starting to involve new programs of the Foundation.



4 Next Gen Academy: the workforce of tomorrow

4.1 Context and goals

For over a decade, Schneider Electric with the support of its Foundation has partnered with more than 850 local and global stakeholders, in over 46 different countries, to create programs covering the latest technological developments, and tailored to local job market needs.

The objective is to contribute to provide quality vocational training courses culminating in qualifications that address local employment markets. Young people can acquire skills, find work or become entrepreneurs in the energy sector. These trainees can change not only their own lives but also the direction of their communities, contributing to the development of their countries, by bringing in new, safe, reliable, and sustainable energy solutions.

In addition, Schneider Electric also supply training centers with its products and solutions and train young people and teachers in its technologies; thus, helping raise the brand's image among future users and customers.

Schneider Electric is becoming an actor for today's pedagogical issues to prepare workforce for tomorrow. All these programs – from the Schneider Electric School to Youth Education & Entrepreneurship, from digital learning to the education equipment service - are grouped under the umbrella "Next Gen Academy". Schneider Electric has also developed the "Next Gen Campus" program for its own employees (apprentices, Go Green, and young talents). See more section 2.5.3.5 on page 227 of the 2023 Universal Registration Document.

4.2 Youth Education & Entrepreneurship Program

1. Support access to qualitative jobs through technical and vocational education training (TVET) in the energy sector

Training in the energy field provides an inclusive answer to several challenges of the UN SDGs. For more than ten years, the Group has been supporting 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 and its Foundation through 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, Ministries of Education, International Agencies) and with Schneider Electric's local subsidiary.

The three key priorities are the following:

- Basic training over a few months (minimum three months): 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.
- Single or multi-year trainings leading to a diploma, 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.

The program focuses on equipping training laboratories and encouraging Schneider Electric offices to donate training equipment, training the trainers with the support of the VolunteerIn association, renewing curriculum and promoting training programs. With the new methodology, the Schneider Electric Foundation programs are systematically audited following global guidelines and standards.

To take a step further, Schneider Electric intends to supplement its training offer with digital learning curricula. For more information, see section 4.3.

Schneider Electric and its Foundation, in collaboration with the Ministry of Education of France and the Ministry of Education and Culture of Indonesia, have established the Center of Excellence in Bandung, Indonesia. This initiative is dedicated to providing specialized training in electricity, automation, and renewable energy to vocational teachers and laboratory technicians. The main focus of the Center of Excellence is the "training the trainers", which aims to empower educators with the necessary knowledge and skills to effectively impart their expertise to students. As of 2023, this program has already made a significant impact, reaching 27,109 students. In addition, 291 teachers and 163 assistants to teachers have undergone training, further enhancing their skills and expertise.



Delivering social impact for a just transition

Supporting training of trainers in the energy field

The Youth Education & Entrepreneurship program ensures education quality by supporting trainers at partner training centers. This assistance helps trainers understand the approach and materials, facilitating effective knowledge transfer to students in short, and long-term courses. The program aids trainers in updating curricula and adding market-relevant modules, aiming to expand dedicated training centers. This approach, backed by the VolunteerIn association, focuses on the training of trainers for the long-term transmission of quality, up-to-date knowledge. The Institute of Electricity and Energy Management (IEEM) in Bengaluru, Karnataka, India, is an example, 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-day training program. This intensive training covers the latest technologies and practices in electricity, including safety, domestic and industrial distribution, energy quality, renewable energies, and energy management. To date, 1,764 trainers have benefited from this comprehensive training, ensuring the effective and long-term transmission of quality, up-to-date knowledge in the energy sector.

Testimony of a trainee in Pakistan

The Youth Education and Entrepreneurship program, in collaboration with Muslim Hands has implemented actions for Women Empowerment in Pakistan, to foster gender inclusivity in the energy sector. This strategic partnership has a specific focus to enhance female enrollment, disseminate skills in the energy domain, and champion equal access to training and education. By catalyzing action, the initiative aims to expedite progress in gender equality and contribute to the empowerment of women, fostering an inclusive and sustainable energy transition.

“The Youth Education and Entrepreneurship program shattered barriers and empowered me as a young woman to discover my potential, embrace my passions, and proactively shape my future in the electrical field. It has instilled in me the belief that my gender should never constrain my aspirations or hinder me from realizing my dreams. My goal is to become an electrical engineer and help my community with sustainable energy solutions. This program provides me with essential knowledge and skills. It will contribute to my success by building a strong foundation and teaching problem-solving. I want to make a positive impact in remote areas.”

Hani Baig, 1st Year student Govt. College of Technology, Karimabad, Karachi.



2. Learn new skills for the future linked to the energy transition

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

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 knowledge on the energy transition, 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. Schneider believes 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. The Youth Education & Entrepreneurship program supports the development of training contents online and offline, implementation of activities and follow-up of students, development of concrete solutions by the students, competitions and volunteering actions supported by the VolunteerIn association of the Schneider Electric Foundation.

Educando Brazil

In collaboration with Educando, Schneider Electric and its Foundation are actively enhancing STEM education in Brazil. As a non-profit organization dedicated to improving STEM courses, Educando is preparing 12 STEM learning activities linked to residential and industrial electricity, and solar energy. This initiative serves as a catalyst for change in 35 schools across São Paulo state, offering courses in Industrial Automation, Electronics, Electromechanics, Mechatronics, and first and second-year STEM programs. The primary aim is to address learning gaps and reduce the number of students abandoning their technical careers. By the end of 2023, 100% of STEM benches have been implemented, positively impacting 30,000 students who have benefited from Energy and STEM courses.



3. Spread entrepreneurial spirit and encourage innovation for the energy transition

The Youth Education & Entrepreneurship program, with 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 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. Schneider encourages them to work in groups and participate in collective thinking.

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

New Skills for The Future, Mexico

Schneider Electric and its Foundation, in collaboration with Enactus Mexico for the New Skills for The Future program, has left a lasting impact. In 2023, across 400 universities and colleges in Mexico, the initiative reached 60,000 students, with 50% being young women empowered with essential entrepreneurial and leadership skills. This program, which promotes social entrepreneurship, goes beyond conventional models. It not only equips students with tools for success in the market but also fosters a commitment to positive change in local communities. Schneider Electric's dedication to empowering young women aligns with its broader vision of nurturing youth entrepreneurship, contributing to a more sustainable and inclusive future.



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.

Economic and Social Development of Women through Renewable Energies in the Sahel with Plan International

Since 2019, in collaboration with Plan International, the Youth Education & Entrepreneurship program has been actively supporting the DESFERS (Economic and Social Development of Women through Renewable Energies in the Sahel) initiative, fostering economic and social development for women in the Sahel region of West Africa. The program's core objectives involve training 7,000 women in solar energy, promoting the renewable energy revolution, and facilitating economic activities through improved energy access.

This transformative initiative addresses gender inequality in the region by focusing on the renewable energy sector. It incorporates community awareness, technical and soft skills training, entrepreneurship support, and job creation within sustainable energy. By introducing decentralized renewable energy solutions, the program seeks to empower women to lead income-generating activities, potentially transforming traditional gender roles.

The DESFERS initiative aims to facilitate access to entrepreneurship in the sustainable energy sector for 4,500 small and medium-sized enterprises owned by women. This includes creating a supportive environment, providing access to credit and solar energy, and strengthening capacities.

The project is already making strides in facilitating access to credit for energy infrastructure, providing quality energy services, and promoting women's entrepreneurship in renewable energy. Infrastructure projects, including solar installations, are underway in Senegal, Mali, and Niger. Plan International plays a crucial role by organizing workshops, awareness campaigns, and advocating for the indispensable role of women in the renewable energy sector. The project aims to break down socio-normative constraints and create a more sustainable and inclusive future in the Sahel region.



Delivering social impact for a just transition

4. Gender strategy in the energy transition: empowering women through education and entrepreneurship

Since the inception of the Youth Education & Entrepreneurship program, female participation in energy training has faced challenges due to the male-dominated nature of the sector and societal norms discouraging women from pursuing technical paths. Schneider Electric and its Foundation are committed to breaking these barriers by actively including women across the entire energy value chain. Traditionally, women have been limited to non-technical and administrative roles in the energy sector, but Schneider Electric's program supports local organizations focusing on skills development and female empowerment.

These organizations specialized in creating inclusive ecosystems, providing training, mentoring, and funding to empower women in the energy sector and foster entrepreneurship. Simultaneously, Schneider Electric and its partners engage in community awareness, advocating gender equality from the grassroots level. The Youth Education & Entrepreneurship program thus plays a dual role, championing economic inclusion and gender equality.

Schneider Electric's innovative gender strategy is designed to support girls at all stages of their lives and careers. Starting with STEM education initiatives for school-age girls, the Company emphasizes capacity building, soft skills development, and exposure to opportunities in the energy transition. The strategy extends to TVET, addressing gaps in education and encouraging girls to pursue technical fields.

Through skills-based programs, mentorship, and networking opportunities, Schneider Electric and its Foundation actively upskills girls and women, particularly in sustainability and green energy. Mentorship and networks along with the provision of funding and resources are crucial for nurturing leadership and entrepreneurship. In the later stages of their careers, Schneider Electric supports women in becoming successful entrepreneurs and attaining leadership positions, completing the holistic approach of the gender strategy. Schneider Electric's commitment is to empower girls and women to be the driving force behind the progress of the energy transition and climate justice.

In 2023, the second cohort of students from the ElectroMisr School in Egypt achieved a momentous milestone by successfully graduating, underscoring the school's role in preparing a generation of skilled youth for the workforce. This accomplishment is the result of collaborative efforts between Schneider Electric and its Foundation, in partnership with IECD (*Institut Européen de Coopération et de Développement*). Pioneering in Egypt as the first institution of its kind, the ElectroMisr School stands as an exemplary model of innovation and progress in the realm of TVET. Where conservative norms and traditions often chart one's destiny, stands Shahd, an Egyptian girl who shines as a catalyst for empowerment. Alongside her mother, she has assumed the role of a promoter of TVET within their community. Their home has become a haven for numerous girls' parents, offering not only reassurance but also the motivation to pursue electrical education.

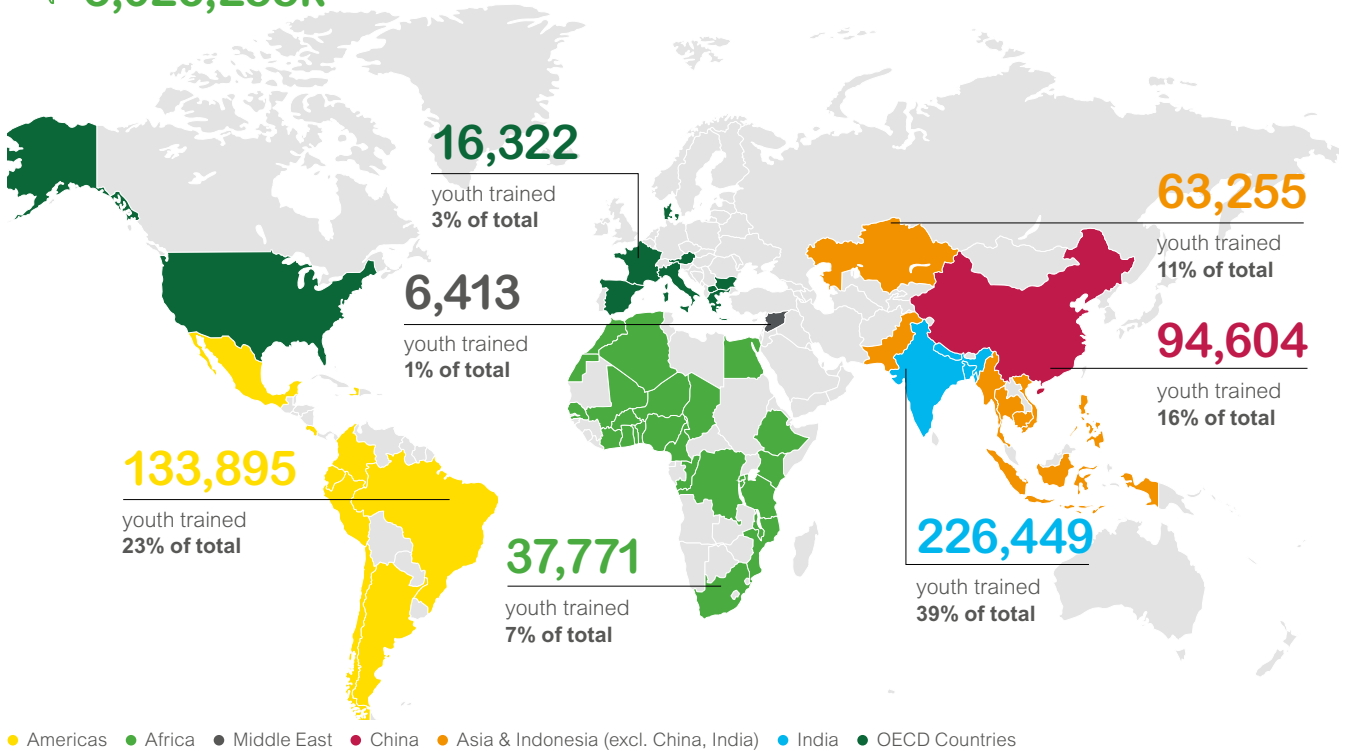
Shahd Aly – 17 years old Egyptian girl – former student at ElectroMisr School, and a current Schneider Electric employee



Youth Education & Entrepreneurship program: key figures and 2025 targets



Equipment Donation
3,026,255k



4.3 Digital training to expand number of learners

To take a step further, Schneider Electric intends to supplement its training offer with digital learning curricula. This is fully in line with the Group's strategy, with the digitalization of its solutions and the integration of artificial intelligence (AI) into its entire offering. Additionally, it provides means to expand the number of learners, allowing more people to train and pursue careers in energy and automation, thanks to Schneider Electric's digital learning courses.

The goal is to impact more than ten million people with training, by 2030, and make them ready for the energy transition.

Young people, all around the world, can learn about and contribute towards the energy transition by training on the most innovative and efficient Schneider Electric technologies. To achieve it, particular attention is planned for disadvantaged populations, with adapted courses on the basics of electricity, safety, and automation, and with technological feasibility of offline digital trainings; translated into local languages. A special focus to impact female population will be organized through mentorship, role models, and learning modules to increase awareness about industrial professions.

To promote training beyond usual partners and channels, the content will also be distributed via other online learning platforms.

Digital learning offers a range of unique additional benefits. It allows Schneider Electric to be more agile in the content offered; to focus on courses that contribute to the energy and digital transition, and to rapidly distribute content to partner training centers and beyond the walls of conventional institutions. It appeals to the new generation, already active on many online platforms, and offer them innovative content that inspires them to join industrial professions. Digital learning is also innovative. Immersive technologies allow Schneider Electric to develop practical exercises using virtual, augmented, or mixed reality. Embedding AI into conventional pedagogical methods help create personalized learning courses and adaptive learning to match the needs and progress of each learner.

In 2023, Schneider Electric has designed and developed the first digital learning course for Electrical Assistants to teach them how to wire a house. This path will be available in 2024 on Schneider University platform. Schneider also experimented with Schneider Electric's EcoStruxure™ Operator Advisor software practical exercises in virtual and augmented reality. All exercises will complement the digital learning path.

Delivering social impact for a just transition

To promote industry, and energy-related jobs, Schneider launched three virtual tours of Schneider Electric's factories in France, focused on: circular economy, women in industry, and industry 4.0.

Schneider Electric, the International Trade Centre (ITC), a UN agency, and the French NGO Atelier 21, developed an online training module about the energy transition. Titled "Become a Player in the Energy Transition", the course is free to access and is available to everyone in English. It aims to raise public awareness and understanding of the political and technological challenges and the benefits of the transition. Encompassing a variety of case studies from rural and urban settings marked by differing levels of development, the module also encourages participants to consider professional opportunities in the clean energy sector by directing them to more technical courses on solar power, wind power, and other specialized areas.

For the 2 sessions already launched more than 800 people from more than 60 countries registered, with a quarter earning certification.

4.4 Didactic solutions for developing digitally competent technicians and engineers

On June 1, 2023, the first education equipment design and experience center was inaugurated at the research and development (R&D) facility in Bangalore. The key focus is to design, develop and introduce new solutions for the education segment. The center showcases Schneider Electric's existing technologies in Smart Energy, Smart Buildings, and Smart Factory and is a dedicated experience and learning center for in-classroom and remote training for Schneider Electric's channel partners, authorized training partners, and for the training of trainers in the education segment.



Schneider Electric is enlarging its training offer by designing and equipping education centers to help youths to be digitally competent technicians and engineers. It is a scalable, self-sustaining business model. Building on its experience, the Group is actively working with various education providers, vocational training centers, engineering colleges, and universities in the fields of electricity, automation, and energy management.

Training young individuals through practical exercises for the jobs of the future and allowing them to visualize what is possible today will not only make a difference in their lives but will enrich Schneider Electric's communities now and for the future. They are the people at the heart of energy transition; the future professionals who will have to juggle multiple technologies: digital skills, information technology (IT), and operational technology (OT) integration together with energy efficiency, renewable energy, electric vehicles, smart grids, robotics, cybersecurity, Industry 4.0, and many more.

In 2023, Schneider Electric implemented more than 50 projects which will impact more than 10,000 youths per year.



4.5 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, smart home, smart buildings, energy management, as well as Industry 4.0.

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*). The Schneider Electric School now includes a high school and a CFA (Apprentices Training Center).

The training offer of the CFA is focused on technical training of excellence; it covers training on Schneider domains of expertise. It combines academic education and practical experience gained through professional activity within a company, resulting in a professional certification, diploma, or title.

Throughout their training, the CFA provides support to apprentices for various administrative tasks (registration, apprenticeship contract, assistance with obtaining a driving license or housing, etc.), ensuring a smooth journey towards professional integration.

In September 2023, 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 Schneider Electric School continued its development:

- A new electrical engineering training path was launched at two levels with the BAC and BTS in High School which now trains a total of 160 students.
- The CFA took also new steps forward and expanded its range of training courses both geographically and in terms of content by forging new partnerships. In addition to the BTS “Fluids Energies Home Automation” and the *Licence professionnelle* “Connected Buildings and Intelligent Energy Management” courses, offered by the CFA there are now new partnerships to increase its footprint in France:
 - The vocational baccalaureate MELEC (Electrical Trades and Connected Environments) with the Lycée Pablo Neruda in Saint-Martin-d'Hères.
 - The BTS CRSA (Design and Production of Automatic Systems) with six partner schools : Vaucanson High School in Grenoble, Gustave Monod and Leonard de Vinci High Schools in Paris area, Louis Delage in Cognac, Leonce Vieljeux in La Rochelle and Nelson Mandela in High Schools in Poitiers.
 - The BTS FED Home Automation and Communicating Buildings, with three partner schools in Grenoble and Pays de La Loire, extended to a new geographical area, with Maximilien Perret High School in Alfortville and Gustave Eiffel High School in Paris area.
 - Professional licence in building, smart cities, and global smart energy management in partnership with the Grenoble University of Alps.

2023 was a successful year for the Schneider Electric School with:

- 100% success with honors in the baccalaureate diploma
- 100 apprentices with 90% graduating, 50% continuing studies, and 50% gaining employment.



5 Future Ready Program

5.1 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. 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.

5.2 Risks, impacts, and opportunities

There is an increasing risk of a worker shortage that must be addressed. Globally, the gap between the skills and competencies needed to drive the just energy transition and the existing ones is growing due to two main reasons: technological advancements and demographic shifts of an aging population. 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 the result of 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 skills gap during a worker shortage and give everyone the opportunity to take control of their professional future. The Group's workforce, as well as its external communities, must be supported and trained in order to accomplish our common goal.

5.3 Empowering all generations to learn and design their professional journey

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. Schneider Electric believes all employees are talent and deserve equitable career development opportunities to reach their fullest potential and create their desirable professional future, at all stages of their career. The Group leverages actions led by the Future Ready program to enable employees, and even youth outside of the Company primarily from disadvantaged backgrounds, design and build their career path. To learn more about Schneider Electric's actions for harnessing the power of all generations, see section 2.5.2.7 on page 222 of the 2023 Universal Registration Document.

Actions for multi-generational empowerment

To accompany employees in creating a future based on their individual aspirations, Schneider Electric Initiatives (which regroups Creation Pass, Solidarity Pass, Competencies Pass, and Education Pass) offers four innovative pathways to support employees in designing their professional future while having a positive impact on the local community.

1. The Creation Pass: an internal support system to help employees start their own business. In the past ten years, 741 (42 in 2023) projects have been supported and 367 (18 in 2023) of them have resulted in the creation or takeover of a business. These businesses have created more than 498 (nine in 2023) jobs in a range of sectors including electrical, organic trades, restaurants, consultancy, asset management, and tech start-ups.
2. The Solidarity Pass: a skill sponsorship which allows employees to offer their skills, energy, and dedication to an NGO for a certain period of time. In the past ten years, 114 (30 in 2023) employees have benefited from a Solidarity Pass.
3. The Competencies Pass: a skill sponsorship where employees offer start-ups/SMEs their knowledge and skills to enable local economic development for a certain period of time. In the past ten years, 12 (two in 2023) employees have benefited from a Competencies Pass.
4. The Education Pass: a newly created opportunity where employees can offer their knowledge and skills to an educational body (e.g. partner universities and educational ministries). This Pass envelops the already known IPE (*Ingenieurs pour l'école* or Engineers for Schools) with 20 employees participating in 2023 and a new option where employees can benefit from a skill sponsorship as a professor or training project leader in the Schneider Electric School or with a partner of the Schneider Electric School. In 2023, one employee benefitted from this new format.

In 2023, the initiatives were deployed in Europe, starting in Belgium, Germany, Austria, and Switzerland. In the coming years, the ambition is to continue extending these meaningful career opportunities to more employees. In France, Schneider Initiatives is connected to, represented in, and supports local business networks (e.g. *Chambre de commerce et d'industrie, Réseaux Entreprendre, DIESE*), local public stakeholders (e.g. *Direction du Travail et de la Solidarité* and different *Préfectures*) and local NGOs (e.g. *Emmaus Connect, Chemins d'Avenir, Energie Jeunes* and *La Cravate Solidaire*).

Actions for youth empowerment

Today's youth is the future, however, many young people are in situations of low education or unemployment and therefore have lower access to resources to build their skills. To support the Group's 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 first two, "PaQte" and *Les Entreprises s'engagent*, are sponsored by the French Government. The third, *Le Collectif d'Entreprises pour une Économie plus Inclusive*, gathers 38 major French companies deploying collective actions concerning youth employment (particularly in 14 French cities), inclusive offers, and procurement. The actions on youth employment are being led by Schneider Electric and Engie.

Almost 20 years after having created it, Schneider Electric still strongly supports the NGO *100 Chances 100 Emplois* (100 Opportunities 100 Jobs) to help all young people find their own path and develop their talents in all their diversity. This initiative (focused on coaching, mentoring, and networking) has already helped more than 10,000 young people make progress towards employment when they were previously facing difficulties and roadblocks, such as discrimination and/or a lack of network. *100 Chances 100 Emplois* is now engaged in an ambitious expansion plan (launched in early 2022) aiming at providing its benefits to more young people (1,500+ in 2023) in more territories (50 in 2023).



Schneider Electric is also focusing on its mission of empowering young adults by offering more opportunities for professional integration to apprentices, interns, and doctoral students. See section 2.5.3.5 on page 227 of the 2023 Universal Registration Document.

These actions complement the wider ecosystem of youth as part of the NextGen Academy strategy.

Actions for senior empowerment

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. Within this journey to further develop talent and enable all to take control of their career path, the Senior Talent program was launched in 2021 connecting Schneider's people and sustainability strategies with a strong focus on meaningful career conversations, career development opportunities, recognition, and knowledge transfer. In 2023, the Group accelerated the program from a pilot phase to a global deployment via a strategic wave approach (beginning with France, India, China, Germany, Switzerland, Austria, North America, Pacific, UK, Ireland, and East Asia) to reach over 90% of Schneider's senior population by the end of 2025 (as measured through SSE#23). To learn more about this program, see section "Talent attraction and development" on pages 226 to 233 of the 2023 Universal Registration Document.

The Senior Talent program

Powering the talent and aspirations of our experienced #SEGreatPeople



"The Senior Talent program gave me clarity on my path to transitioning, dispelled myths, and eased fears. It empowered me to decide on a better direction for my career, directly linked to my personal aspirations."

Srikanth Chappidi

Senior General Manager - Engineering



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