



Q3 2023 Report

Schneider Sustainability Impact

Our contributions to accelerate
sustainability for all

Life Is On

Schneider
Electric

2 guiding principles

#1 - Do well to do good and vice versa

- Performance
- Business
- All ESG

#2 - Bringing everyone along

- Model & Culture
- All Stakeholders

Our 6 long-term commitments

Act for a **climate-positive** world

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

Be efficient with **resources**

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

Live up to our principles of **trust**

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

Create **equal** opportunities

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

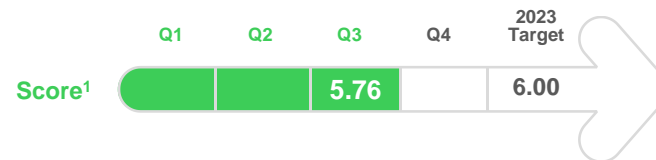
Harness the power of all **generations**

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

Empower **local** communities

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

Q3 2023 Results



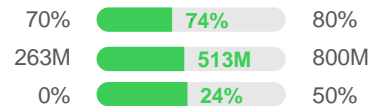
6 long-term commitments

CLIMATE



1. Grow Schneider Impact revenues*²
2. Help our customers save and avoid millions of tonnes of CO₂ emissions³
3. Reduce CO₂ emissions from top 1,000 suppliers' operations

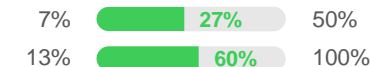
Baseline Q3 2023 2025 Target



RESOURCES



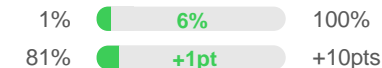
4. Increase green material content in our products
5. Primary and secondary packaging free from single-use plastic, using recycled cardboard



TRUST



6. Strategic suppliers who provide decent work to their employees⁴
7. Level of confidence of our employees to report unethical conduct⁵



EQUAL



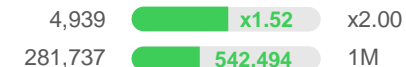
8. Increase gender diversity in hiring (50%), front-line management (40%) and leadership teams (30%)
9. Provide access to green electricity to 50M people⁶



GENERATIONS



10. Double hiring opportunities for interns, apprentices and fresh graduates²
11. Train people in energy management⁶



LOCAL



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



*Per Schneider Electric definition and methodology

¹ 2021 baseline 3/10, 2025 target 10/10

² 2019 baseline

³ cumulated since 2018

⁴ 2022 baseline

⁵ 2021 baseline

⁶ cumulated since 2009

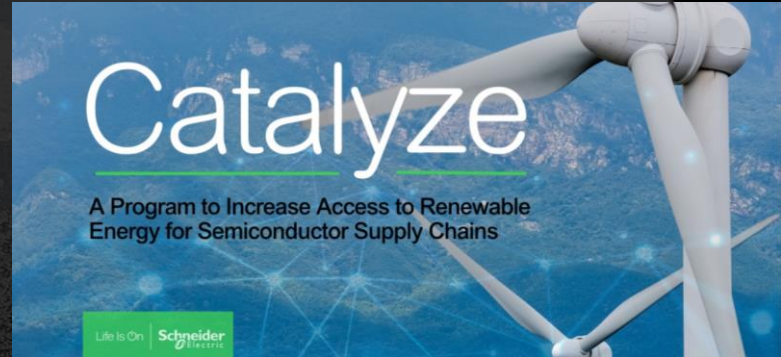
Climate

Q3 2023 Highlights



Fortune "Change the World" list for the 4th consecutive year

– recognized for embracing a corporate purpose and how it adds value to business and society



Program launched with Intel, Applied Materials and Google to **accelerate decarbonization of the semiconductor value chain**



Schneider Electric Sustainability Research Institute and Boston University Study uncover job creation potential of **2 million new jobs** from transitioning to net-zero buildings in USA and EU



Carbon emissions can be reduced by up to 70% by taking the path to net-zero buildings with Schneider Electric solutions



Schneider Electric Energy Access Asia (SEEA) and Disruptors Capital **co-invest in Biofuels Junction** – a company tackling agricultural waste and supporting farmers and their families in India

Resources

Q3 2023 Highlights



Won 3x CIPS Excellence in Procurement Awards including Sustainable Procurement Champion, The Zero Carbon Project and People Development



Boosting circular practice with a new **EcoDesign training program** for employees



Partnership with Data Centers For Bees in Ireland to **protect and feed local pollinators and plant 1000's of orchards by end of 2024**



Showcased our **Life Cycle Assessment and Management tool** for enhanced collaboration and data exchange practices, at world-leading LCM event in Lille, France



Collecting and recycling plastic waste with Aachen-based startup Everwave to **help protect rivers and oceans globally**

Trust

Q3 2023 Highlights



Grand Prix for **Best Corporate in Investor Relations, Europe** at the Institutional Investor 2023 Europe and Emerging EMEA Equity Awards



Completed over 300 live sessions and 12,000 hours of training to **support employees** in levelling-up their **digital skills**



Our latest AI advancement, **EcoStruxure™ Resource Advisor Copilot**, supports customers in improving energy and sustainability data management

Equal

Q3 2023 Highlights



Featured in the 2023

“Best Places to Work for Disability Inclusion”

List by Disability:IN® with a score of 90 on the Disability Equality Index (DEI), +10 points from last year



Recognized in Forbes' annual ranking of **America's Best Employers for Women**, ranked 35th out of 400 highest-scoring companies



Recognized with the prestigious Brandon Hall Group's **Gold Award for 'Diversity, Equity and Inclusion'** thanks to our Global Family Leave Policy



Recognized as one of the “**World's Most Attractive Employers**”, as voted by engineering students

Generations

Q3 2023 Highlights



Schneider Electric, Gaia Impact and Capital Croissance raised €40M for Gaia Energy Impact Fund II, fueling entrepreneurship in decentralized renewable energy in Africa



Provided clean and reliable electricity to 20,000 people with solar-powered solutions installed at Children's Clinic in Kenya



Over 19,000 University students from 70 countries joined in our annual Go Green Competition to pitch 4,000 ideas for energy and sustainability



Collaborated on the Enactus Core Program in Mexico, impacting over 400 universities, colleges, and 60,000 students to foster entrepreneurial and social innovation skills

Local

Q3 2023 Highlights



Recognized at **Gulf Sustainability Awards 2023** across four categories for solutions and transformation programs that have a positive impact on people and planet



District cooling project in **Barcelona, Spain**, in collaboration with e4efficiency from Enagás Group, received the Best Energy Innovation Initiative Award by El Periódico de la Energía



Mobilized emergency and reconstruction efforts in **Morocco**, from energy to educational support, in collaboration with local teams and our Foundation



Joined first ever ClimAccelerator in **Egypt** to provide mentorship, training and access to technology to local cleantech startups and strategic suppliers



Partnering with the Ligue pour la Protection des Oiseaux (LPO), an NGO of Birdlife International to restore biodiversity across four sites in **Grenoble, France**

Methodological note

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

The SSI provides, on a scoring scale of 10, an overall measure of the Group's progress on its sustainability goals. This is done by converting each KPI's performance on a 10-point scale, considering that base year performance receives a 3/10 score, and the 2025 objective translates in a 10/10 score. For each KPI, the relevant score is obtained by linear interpolation, and rounded down to the second decimal. By construction, the score of an indicator cannot exceed 10/10, and cannot be lower than 0/10. The overall score of the tool is the average of each KPI's score with equal weight, excluding the Local commitment (SSI #+1). An external auditor provides a limited assurance on the KPIs of the SSI once a year – including the review of the methodologies and processes used to consolidate the different KPIs. In 2022, the Group obtained a “reasonable” assurance for SSI #8 and will progressively cover all externally assured KPIs with this new level of assurance.

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

se.com/sustainability

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

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