

Q2 2022 Report

# Schneider Sustainability Impact

Our contributions to accelerate sustainability for all

Life Is On

**Schneider**  
Electric



# 6 long-term commitments

We support the:

SUSTAINABLE DEVELOPMENT GOALS



Act for a **climate-positive** world

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

Be efficient with **resources**

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

Live up to our principles of **trust**

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

Create **equal** opportunities

by ensuring all employees are uniquely valued 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

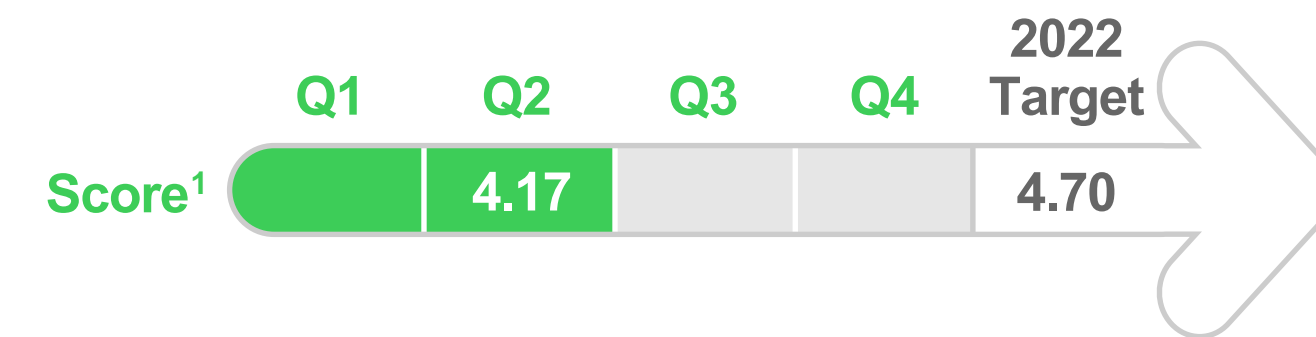
by promoting local initiatives and enabling individuals and partners to make sustainability a reality for all



2021 – 2025

# SCHNEIDER SUSTAINABILITY IMPACT

## Q2 2022 results



### 6 long-term commitments

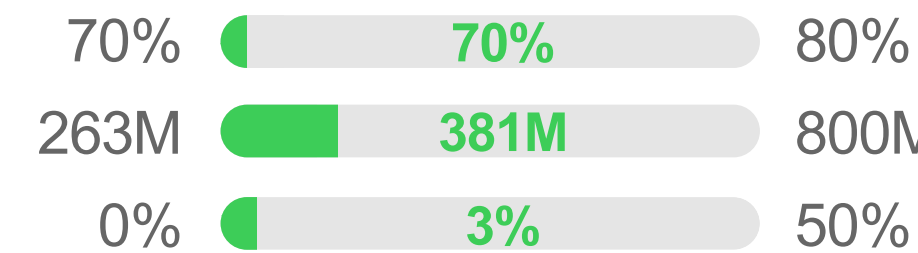
### 11+1 targets for 2021 – 25

#### CLIMATE



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

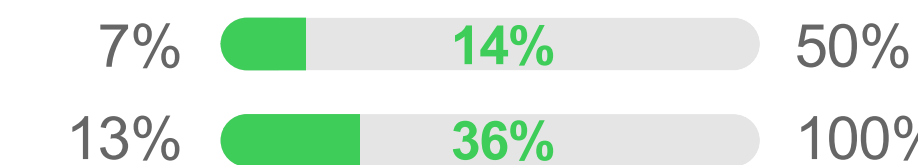
Baseline      Q1 2022      2025 Target



#### RESOURCES



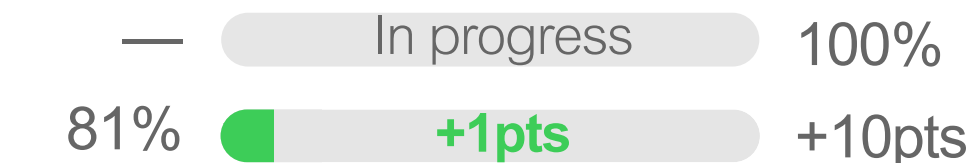
- 4 Increase green material content in our products
- 5 Primary and secondary packaging free from single-use plastic and using recycled cardboard



#### TRUST



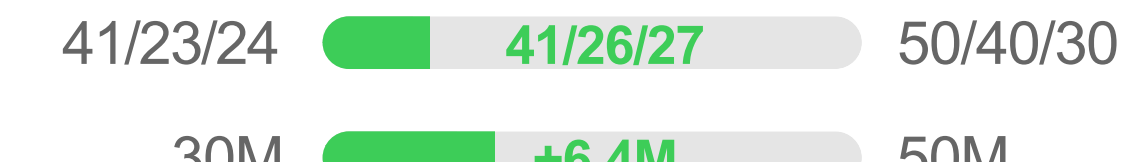
- 6 Strategic suppliers who provide decent work to their employees<sup>4</sup>
- 7 Level of confidence of our employees to report unethical conduct<sup>5</sup>



#### EQUAL



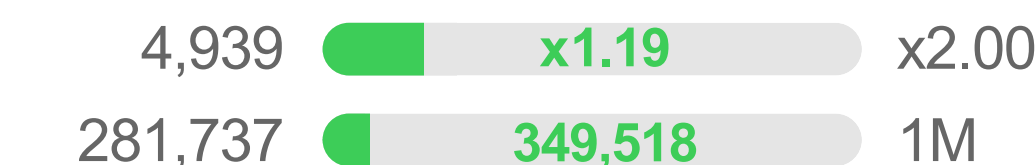
- 8 Increase gender diversity in hiring (50%), front-line management (40%), and leadership teams (30%)
- 9 Provide access to green electricity to 50M people<sup>6</sup>



#### GENERATIONS



- 10 Double hiring opportunities for interns, apprentices, and fresh graduates<sup>2</sup>
- 11 Train people in energy management<sup>7</sup>



#### LOCAL



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



\*Per Schneider Electric definition and methodology

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

<sup>2</sup> 2019 baseline

<sup>3</sup> Cumulated since 2018

<sup>4</sup> Program in development

<sup>5</sup> 2021 baseline

<sup>6</sup> Cumulated since 2008

<sup>7</sup> Cumulated since 2009



# Climate highlights



**Hitachi Energy and Schneider team up** to support more customers' decarbonization efforts



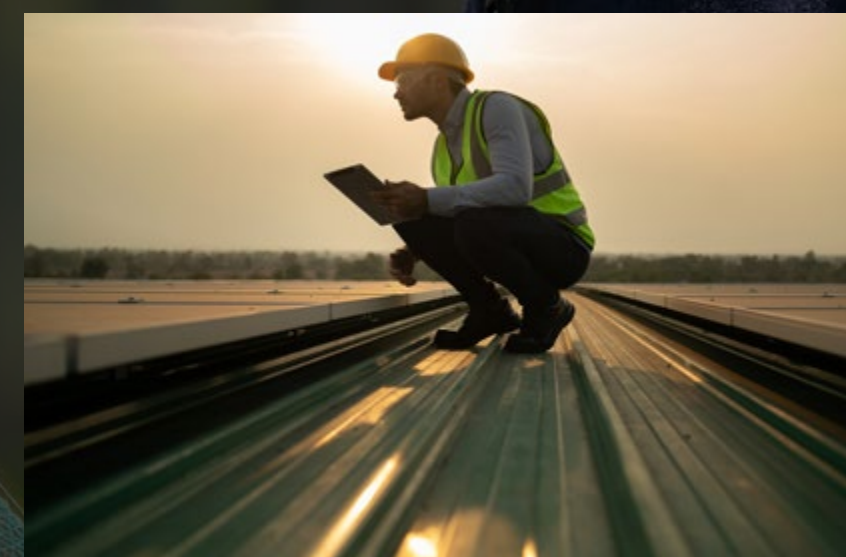
With GM AirSeT™, Schneider has **expanded its portfolio of SF6-free, green and digital MV switchgear**



**Microsoft Energy and Sustainability Partner of the Year 2022**



Uniflair™ Chillers introduces **more efficient data center cooling** with greener refrigerants



**PrintPack packaging consults Schneider to accelerate renewable strategy** for Mexican operations



**Allegiant Air develops new ESG program** through partnership with Schneider



Commitments

Overview

Climate

Resources

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Equal

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# Resources highlights



**Paris Marathon goes completely carbon neutral** with 100% EV use, waste reduction and recycling efforts, and 400,000 trees planted in 2022

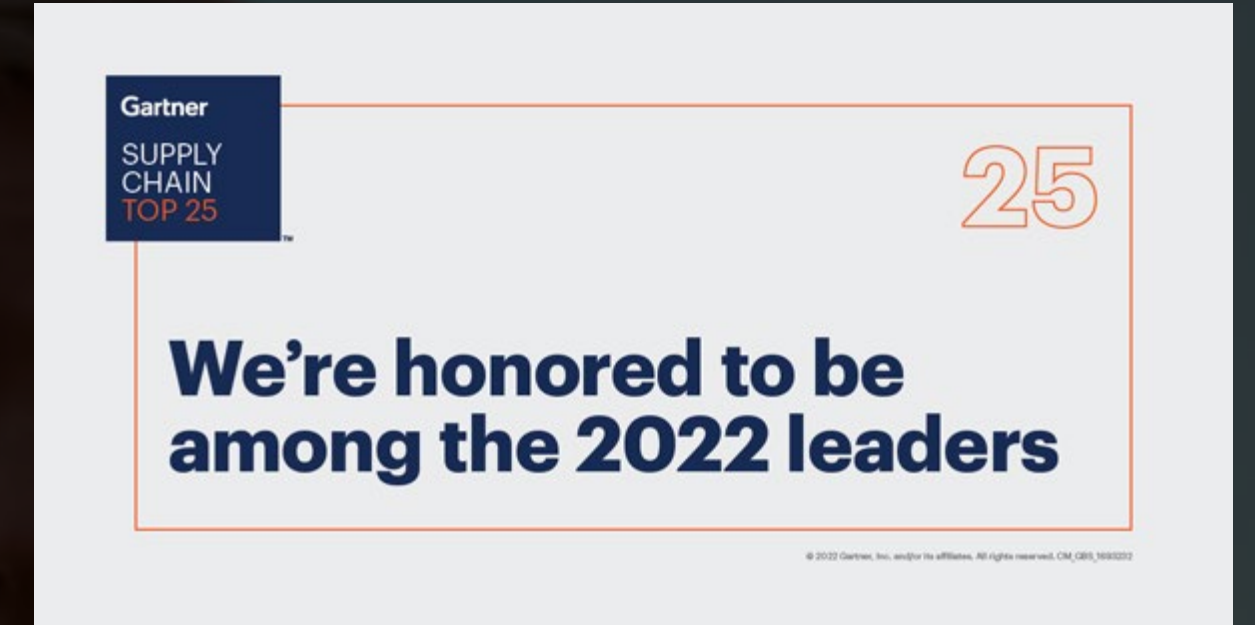


Strategic partnership with **Inchcape** to provide one-stop eMobility solutions for Hong Kong



**GLOBAL WATER AWARDS 2022**  
Recognising Excellence

**Water Technology Company of the Year** at the Global Water Awards 2022



**Ranked #2** in Gartner Supply Chain Top 25



IntenCity, our net-zero carbon facility in Grenoble received an **Honorable Mention in Fast Company's World Changing Ideas Awards**



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# Trust highlights



Our **2022 Vigilance Plan** details how we protect and foster human rights while making a planet-positive impact



Opening of the **Schneider Sustainability School** to help our employees make a positive impact at home and work

In 2022, **82% of Schneider employees** feel confident to report unethical conduct (+ 1pt vs 2021)

**Trust Month** and **Sustainability Week** has employees buzzing with excitement



 Schneider Electric **Sustainability Impact Awards** for Partners

The **inaugural Schneider Sustainability Impact Awards** recognize our partners for delivering a more sustainable, resilient world



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# Equal highlights



**New solar solutions provide safer,** cleaner power to underserved communities



**Career Week helps employees pursue long-term professional growth**



**Schneider proudly joins the Family Friendly Company® label**



**We're Acting Like Owners** with a 62% employee subscription rate to WESOP 2022



# Generations highlights



**One of France's most attractive employers** with professional development services supported by Universum

**Schneider stands up with 70% Employee Engagement score** in OneVoice internal survey



**3rd Global Student Experience explores the future of careers** empowered by tech, electrification and sustainability



Moroccan team GreenOverMorrow developed an **automated greenhouse solution** to take top honors in Go Green 2022



**Schneider bolsters the global green economy** with 2,500 new Field Services Experts positions hired





# Local highlights



**La Fabrik à Yoops secures Schneider fundraising to build energy-efficient tiny houses** for homeless people looking to return to work

Apprentices get to work, **representing 17% of all open-ended contracts** in France

**Optimization of recycling practices at all locations in Mexico** showing a 33% improvement in 2021



**Protecting ancient woodlands and supporting reforestation efforts** in partnership with a UK charity including planting 1,000 trees in 2021



**150,545 young people trained** as energy professionals and entrepreneurs in India



# 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), and one program measured against a 2021 baseline (#7 Level of confidence to report unethical conduct).

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 to 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). SSI #6 performance is also excluded as the program is still in development (see note on Q2 results below). 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.

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.

## **\*Note on Q2 2022 results**

Regarding the SSI #6, Schneider Electric has built in 2021 its decent work framework and 5% of its strategic suppliers committed to the program. This program will be rolled out in H2 2022 for all strategic suppliers, including trainings on decent work.

Calculation methodology for SSI #8 has been expanded in Q2 2022 to include blue collar managers in the scope of front line managers. Due to this methodological change, the 2020 baseline for front line managers has been re-calculated (23% instead of 25%).

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

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

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