

**Schneider
Sustainability**

IMPACT

**Our contributions to accelerate
sustainability for all**

Q2 2024 Report



2 guiding principles

#1 – Do well to do good and vice versa

- Performance
- Business
- All ESG

#2 – Bringing everyone along

- Model & Culture
- All Stakeholders

Our 6 long-term commitments

Act for a **climate-positive** world

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

Be efficient with **resources**

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

Live up to our **principles of trust**

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

Create **equal opportunities**

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

Harness the power of **all generations**

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

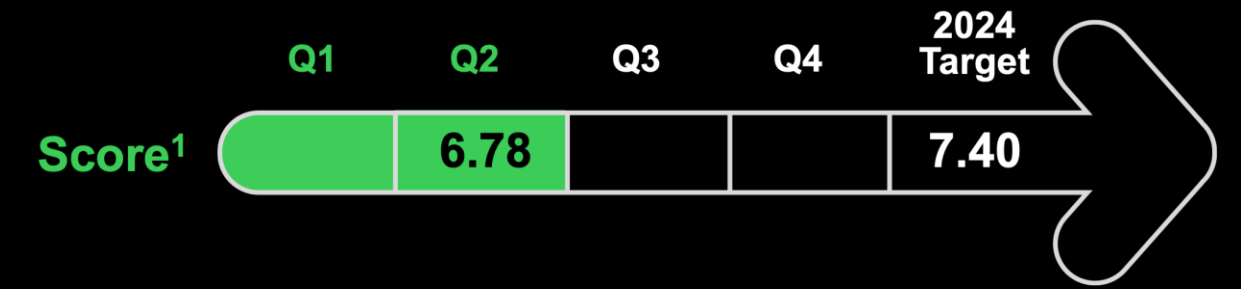
Empower **local communities**

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

Supporting



Q2 2024 Results



6 long-term commitments

CLIMATE



1. Grow Schneider Impact revenues^{**3}
2. Help our customers save and avoid millions of tonnes of CO₂ emissions⁴
3. Reduce CO₂ emissions from top 1,000 suppliers' operations

	Baseline ²	Q2 2024	2025 Ambition
1. Grow Schneider Impact revenues ^{**3}	70%	74%	80%
2. Help our customers save and avoid millions of tonnes of CO ₂ emissions ⁴	263M	605M	800M
3. Reduce CO ₂ emissions from top 1,000 suppliers' operations	0%	33%	50%

RESOURCES



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

	Baseline ²	Q2 2024	2025 Ambition
4. Increase green material content in our products	7%	32%	50%
5. Primary and secondary packaging free from single-use plastic, using recycled cardboard	13%	70%	100%

TRUST



6. Strategic suppliers who provide decent work to their employees⁵
7. Level of confidence of our employees to report unethical conduct⁶

	Baseline ²	Q2 2024	2025 Ambition
6. Strategic suppliers who provide decent work to their employees ⁵	1%	40%	100%
7. Level of confidence of our employees to report unethical conduct ⁶	81%	83%	91%

EQUAL



8. Increase gender diversity in: hiring (50%), front-line management (40%), and leadership teams (30%)

	Baseline ²	Q2 2024	2025 Ambition
8. Increase gender diversity in: hiring (50%), front-line management (40%), and leadership teams (30%)	41%	41%	50%
	23%	29%	40%
	24%	30%	30%

9. Provide access to green electricity to 50M people⁷

	Baseline ²	Q2 2024	2025 Ambition
9. Provide access to green electricity to 50M people ⁷	30M	49.4M	50M

GENERATIONS



10. Double hiring opportunities for interns, apprentices and fresh graduates³
11. Train people in energy management⁷

	Baseline ²	Q2 2024	2025 Ambition
10. Double hiring opportunities for interns, apprentices and fresh graduates ³	4,939	x1.43	x2
11. Train people in energy management ⁷	281,737	681,911	1M

LOCAL



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

	Baseline ²	Q2 2024	2025 Ambition
+1. Country and Zone Presidents with local commitments that impact their communities	0%	100%	100%

**Per Schneider Electric definition and methodology ¹ 2021 baseline 3/10, 2025 ambition 10/10 ² Current cycle baseline

³ 2019 baseline ⁴ cumulated since 2018 ⁵ 2022 baseline ⁶ 2021 baseline ⁷ cumulated since 2009



Climate

Q2 2024 Highlights



Recognized as **the Most Sustainable Company in the World**, demonstrating our unwavering commitment to sustainability



Launch of the **Materialize** supply chain decarbonization program designed to support companies in the metals and minerals sector reduce emissions



Celebrated award-winning customer, partner and supplier #ImpactMakers at the **2023 Sustainability Impact Awards**



Official supporter in **climate contribution projects for the Paris 2024 Olympic and Paralympic Games** to make a concrete impact and more responsible Games



Partnered with Capgemini on the integrated Energy Command Center platform to **monitor, predict, control, and optimize companies' energy assets**



Resources

Q2 2024 Highlights



Increasing electric vehicle battery production and ensuring improved quality and efficiency thanks to a partnership with IN-CORE Systèmes



ECOFIT™ circularity services launched in Canada to modernize electrical, critical power, cooling, and automation systems



Schneider Electric India Pvt Ltd awarded **Platinum LEED certification** thanks to concerted effort and commitment toward sustainability and resource management



Schneider Home recognized as **2024 Sustainable Product of the Year** for enhancing sustainability in builders' home energy management projects



Renewed pledge for nature and resources with act4nature international to **preserve and restore biodiversity** across our operations and raise awareness among employees



Trust

Q2 2024 Highlights



Reinforced Vigilance plan to **prevent and mitigate any adverse risk** from Schneider Electric's business, its suppliers and value chain partners on people, property and the environment



New resolution approved at the 2024 Annual General Shareholder's Meeting tying **executive pay incentives to the Group's climate transition commitments**



Gartner
Ranked No.1
on 2023 Global Supply Chain Top 25
after 9 consecutive years on the list

2024 Global RepTrak® 100

Among the **top 100 most reputable companies**, positively impacting customer trust, brand value, partnerships, employee relations, and investor confidence

Equal

Q2 2024 Highlights



New partnership with the WageIndicator Foundation advocating for **fair pay and decent working conditions**



New Villaya Flex **rural electrification system providing clean power to off-grid communities** launched at the Energy Access Investment Forum 2024



Ranked as one of LinkedIn's Top Companies in France and India as **exciting career prospects and professional development opportunities** attract both current and aspiring employees



Schneider Electric's **Fair Pay Simulator** wins the **DataIQ AI Award** setting a new standard for inclusive compensation practices



Certified for the 2nd time by the Fair Wage Network ensuring **all employees are valued and compensated fairly for their work**



Generations

Q2 2024 Highlights



To celebrate its 25th anniversary, the Schneider Electric Foundation issued a global call for the **25 most impactful and innovative youth projects** focusing on professional integration, entrepreneurship, and a fair transition



Partnership between the Schneider Electric Foundation and INCO to **provide digital learning** to students in Senegal as part of the "Get into Energy Transition" program



Schneider Electric's 20-year partnership with the "100 Chances 100 Emplois" non-profit has helped **10,000 young people in France gain access to sustainable employment**



Schneider Electric's Senior Talent Program empowers **experienced employees to continue making an impact** by designing their next career stage based on personal aspirations



Local

Q2 2024 Highlights



More than 55K runners from across the globe participated in the 47th **Paris Marathon**, promoting the **positive impact of sport on people and communities**

In addition, as sponsors of **Paris Run for All 4km** charity run, **over 40K euros were raised to fund sporting activities for children with disabilities**



In **Kenya, South Africa, and Nigeria**, around 600 students have been trained mainly in soft skills thanks to education partners in 2024



Since 2021, 2,450+ Schneider employees in **Italy** engaged in volunteer activities to benefit local communities and the environment at 85 events involving 12 NGOs



Slovakia is making good progress in circularity through its ambition of reducing site waste to zero by 2025, thanks to employee training and workshops

Methodological note

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

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

and the 2025 objective translates in a 10/10 score. For each KPI, the relevant score is obtained by linear interpolation, and rounded down to the second decimal. By construction, the score of an indicator cannot exceed 10/10, and cannot be lower than 0/10. The overall score of the tool is the average of each KPI's score with equal weight, excluding the Local commitment (SSI #+1). An external auditor provides a limited assurance on the KPIs of the SSI once a year – including the review of the methodologies and processes used to consolidate the different KPIs. In 2023, the Group obtained a “reasonable” assurance for SSI #8.

Each year, the SSI performance impacts short-term incentives for the Group's executives and about 71,000 eligible employees, for 20% of the collective share.

Life Is On



se.com/sustainability

