IMPACT Company

Our 6 long-term commitments

2 guiding principles

#1 – Do well to do good and vice versa

- Performance
- Business
- All ESG

#2 – Bringing everyone along

- Model & Culture
- All Stakeholders

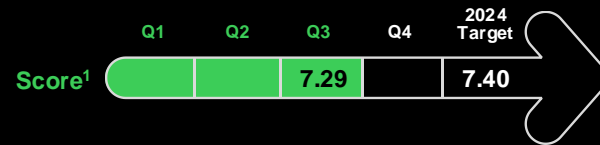|	
Act for a climate-positive world	by continuously investing in and developing innovative solutions that deliver immediate and lasting decarbonization in line with our Net-Zero Commitment
Be efficient with resources	by behaving responsibly and making the most of digital technology to preserve our planet
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 **SUSTAINABLE DEVELOPMENT G⊙ALS**

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Q3 2024 Results

	Q1	Q2	Q3	Q4	2024 Target
Score[1]			7.29		7.40

6 long-term commitments

		Baseline[2]		Q3 2024	2025 Ambition
CLIMATE	1. Grow Schneider Impact revenues**[3]	70%	0%	75%	80%
	2. Help our customers save and avoid millions of tonnes of CO_2 emissions[4]	263M	0	628M	800M
	3. Reduce CO_2 emissions from top 1,000 suppliers' operations	0%	0%	36%	50%
RESOURCES	4. Increase green material content in our products	7%	0%	37%	50%
	5. Primary and secondary packaging free from single-use plastic, using recycled cardboard	13%	0%	74%	100%
TRUST	6. Strategic suppliers who provide decent work to their employees[5]	1%	0%	48%	100%
	7. Level of confidence of our employees to report unethical conduct[6]	81%	0%	83%	91%
EQUAL	8. Increase gender diversity in: hiring (50%),	41%	0%	43%	50%
	front-line management (40%),	23%	0%	30%	40%
	and leadership teams (30%)	24%	0%	31%	30%
	9. Provide access to green electricity to 50M people[7]	30M	0	50.8M	50M
GENERATIONS	10. Double hiring opportunities for interns, apprentices and fresh graduates[3]	4,939	x1	x1.59	x2
	11. Train people in energy management[7]	281,737	0	763,397	1M
LOCAL	+1. Country and Zone Presidents with local commitments that impact their communities	0%	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

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Climate

A new Building Decarbonization Calculator launched online to help building owners **take action to accelerate and reach their decarbonization goals**

Launch of **Zeigo Activate Lite**, a free version of Zeigo's decarbonization software as a service platform aimed at empowering businesses to measure and reduce their carbon emissions and promote sustainability throughout value chains
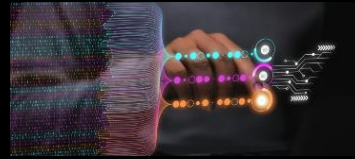
EcoStruxure™ Resource Advisor's latest upgrade **offers specialized solutions for ESG reporting**, sustainability initiatives, renewable energy management, and operational efficiency

Applications opened for the third installment of the Schneider Electric Sustainability Impact Awards to **showcase the sustainability efforts of Schneider's customers and supply chain partners**

Received the RE100 Changemaker Award from the Climate Group at Climate Week NYC, in recognition of a groundbreaking **tax credit transfer renewable energy project** in Texas (USA)

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Resources

"Checked & Repacked" and "Refurbished", two **new circular solutions launched in France** for products with a reduced environmental impact but with the same guarantee as new products

Schneider Electric's plant in Chennai, India **wins the Golden Peacock Award 2024 for Energy Efficiency**, using 48% green energy through various sustainable initiatives

Schneider Electric and GR3N partner to minimize global plastic waste by developing the **first open automation system for advanced plastic recycling**

Along with 1,400 businesses worldwide, Schneider Electric signed Business for Nature's call for **ambitious, collective action to protect nature**

verdantix
Green Quadrant
Building Decarbonization Services
Leader
2024

Recognized as a **Leader in Verdantix's Green Quadrant: Building Decarbonization Consulting 2024**, thanks to Schneider's end-to-end advisory expertise in building systems optimization, energy use modeling, and renewable energy strategy

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Trust

Employees took part in Trust Week dedicated to **fostering trust through integrity, transparency, and resilience,** and acknowledging the profound impact of trust on all relationships

Ranked **in our industry's top 10 on the 2024 Fortune Global 500 list**, showcasing our continued commitment to building a more electric, digital, and decarbonized world

Schneider's 2023 Annual Report was recognized as the **"Best Universal Registration Document"** at Labrador's Transparency Awards

World Benchmarking Alliance ranked Schneider with the highest Social Benchmark score in its industry, underlining sustained efforts to act ethically and **provide and promote decent work and human rights**

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Equal

Schneider Electric's Energy Access Asia impact fund co-led investments to expand in ATEC's IoT-enabled electric stoves to help decarbonize cooking across Asia and Africa and **empower millions of women to fight climate change**

Together, Schneider Electric's Foundation and the Professional Assistance for Development Action NGO in India inaugurated two **Climate Smart Villages** in Jharkhand to help 110 families access essential services

A top score of 100 in the Disability Equality Index underlined Schneider's **innovative disability inclusion practices** and commitments to inclusion and care
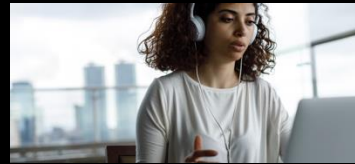
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Generations

Received the "Talent" award in the "Senior Inclusion" category, reflecting Schneider's commitment to **programs that support generational diversity in the workplace**

10,000+ online courses from over 200 renowned universities made available via the Coursera platform to **develop new skills and advance employees' careers**

Schneider Electric and its Foundation are collaborating with the Enactus NGO and university students across 10 countries to **create entrepreneurial solutions for social issues that focus on the energy transition**, with the active involvement of employees as mentors and judges

Recognized for the "Digital Upskilling for All" program by Brandon Hall Group's the **prestigious Gold Award for Learning and Development**

Awarded by ChooseMyCompany, the HappyIndex Trainees label recognizes Schneider Electric for its commitment to **enriching professional experiences for interns and apprentices**

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Local

The Schneider Electric Foundation announced its shortlist of ten projects aimed at highlighting **innovation, vocational training, and entrepreneurship**, with the winner set to receive a €50,000 prize at the COP29 climate summit.

In 2024, **9,000 students in Egypt were empowered through mentorship and training** in social entrepreneurship, technology, and sustainability, thanks to a partnership with Enactus, with 70 Schneider employees participating as mentors and coordinators

Thanks to a collaboration with a local facility service, **over 100 employees in Poland** are engaged in biking activities to **promote sustainable commuting**, with the goal of achieving a zero-CO2 emissions office environment

Through close collaboration with local NGOs in 2024, **1,500 socially vulnerable people in Brazil have benefited from electrical modernizations**, ensuring safety in their homes and living spaces

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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.

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