

**Schneider
Sustainability**

IMPACT

**Our contributions to accelerate
sustainability for all**

Full Year 2024 Report

Life Is On

Schneider
Electric

Making

IMPACT

as the #1 most
sustainable company



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  **SUSTAINABLE DEVELOPMENT GOALS**

Life Is On

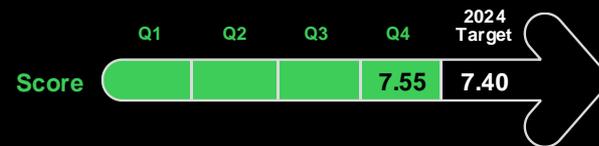
Schneider
Electric



2021-2025

SCHNEIDER SUSTAINABILITY IMPACT

Q4 2024 Results



6 long-term commitments

CLIMATE



1. Grow Schneider Impact revenues²
2. Help our customers save and avoid millions of tonnes of CO₂ emissions³
3. Reduce CO₂ emissions from top 1,000 suppliers' operations

Baseline ¹	Q4 2024	2025 Ambition
70%	74%	80%
263M	679M	800M
0%	40%	50%

RESOURCES



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

Baseline ¹	Q4 2024	2025 Ambition
7%	38%	50%
13%	78%	100%

TRUST



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

Baseline ¹	Q4 2024	2025 Ambition
1%	63%	100%
81%	83%	91%

EQUAL



8. Increase gender diversity in⁶: hiring (50%), front-line management (40%), and leadership teams (30%)

Baseline ¹	Q4 2024	2025 Ambition
41%	42%	50%
23%	30%	40%
24%	31%	30%

9. Provide access to green electricity to 50M people⁷

Baseline ¹	Q4 2024	2025 Ambition
30M	53.4M	50M

GENERATIONS



10. Double hiring opportunities for interns, apprentices and fresh graduates⁸
11. Train people in energy management⁷

Baseline ¹	Q4 2024	2025 Ambition
4,939	x1.59	x2
281,737	824,404	1M

LOCAL



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

Baseline ¹	Q4 2024	2025 Ambition
0%	100%	100%

¹ Current cycle baseline ² Per Schneider Electric definition and methodology; 2019 baseline ³ cumulated since 2018 ⁴ 2022 baseline

⁵ 2021 baseline ⁶ Diversity targets shall not apply to countries or entities that prohibit the establishment of such targets

⁷ cumulated since 2009 ⁸ 2019 baseline

Climate

40%

of top suppliers' operational CO₂ emissions reduced through **The Zero Carbon Project**



Going above and beyond awareness as a **leader on environmental transparency and action** for the 14th consecutive year on the CDP Climate Change A List

2024 Highlights



The World Economic Forum honors Schneider Electric's plants in Shanghai, China, and Monterrey, Mexico, as **new Lighthouses**, leveraging 4th Industrial Revolution technologies



SM AirSeT named **Product of the Year** at the Energetics Fair 2024 in Poland; this medium voltage switchgear utilizes pure air insulation and advanced vacuum breaking technology to eliminate SF6 greenhouse gas



Stagecoach, the UK's largest transport operator, is leading **sustainable bus travel with Schneider Electric's eMobility solutions**, ensuring efficient charging for its electric bus fleet and promoting greener journeys



Empowered Capgemini to slash energy usage by 29% across 23 campuses in India by implementing the **EcoStruxure™ Energy Command Centre**, which provides integrated monitoring and control for enhanced efficiency and sustainability

Resources

135

waste-to-resources sites

Schneider champions top-tier local waste management strategies by **prioritizing reduction, reuse, and recycling**, all while significantly minimizing reliance on waste-to-energy solutions for a more sustainable future



The new Environmental Data Program categorizes, measures and compares the environmental attributes and footprint of all Schneider Electric products using a science-based methodology to **help customers and partners make informed and sustainable choices**

2024 Highlights



The World Economic Forum and McKinsey recognized **Schneider Electric as a Circularity Lighthouse** for its end-to-end circular approach across a broad portfolio of energy and building automation solutions



Schneider is joining forces with Alstom through its Alliance Partnership Program to drive **meaningful change in the mobility industry, focusing on reducing environmental impact and paving the way for a greener future**



Schneider teams participated in four global BioBlitz events in 2024, exploring local flora and fauna. They achieved over 8,900 observations, enhancing the global Biodiversity Information Facility database and **boosting environmental awareness**

Trust

63%

of Schneider's strategic suppliers have met the Schneider's Decent Work requirements since the program's launch in 2021, **promoting dignity and protecting workers' rights**



Achieving the **Platinum Medal for the fifth consecutive year** underscores our ongoing commitment to excellence and sustainability

2024 Highlights



In 2024, 99% of Schneider Electric's employees completed training in Cybersecurity and Ethics, equipping them with vital skills that enhance our Group's integrity, foster a culture of trust, and **promote a safer workplace for everyone**



TRANSPARENCY
AWARDS
2024

Winning the Labrador Transparency Awards 2024 highlights our **strong commitment to ethics and compliance**, embodying these values in our daily business



13 years of unwavering commitment to business integrity, recognized by our inclusion in Ethisphere's Top 100 World's Most Ethical Companies

Equal

53M+

people now have access to clean and reliable energy, including 2.5 million in East Africa, India and Bangladesh who are receiving health care through **access to essential medical equipment and facilities**



Proud to be included once again in the FT Leader in Diversity ranking, highlighting our commitment to **fostering an inclusive workplace** where diversity thrives



Recognized by the World Economic Forum as a Diversity, Equity, and Inclusion (DEI) **Lighthouse for its Youth Education & Entrepreneurship program**



Uniting Schneider Electric employees around our IMPACT values **Inclusion, Mastery, Purpose, Action, Curiosity, and Teamwork**



Ranked as one of the **Top 100 Companies for Gender Equality Globally** by Equileap in 2024, based on assessment of women representation, gender-pay gap, leave and flexible options, and policies in place

Generations

824K+

people empowered with energy management skills are now **better positioned to advance their careers**, seize new job opportunities, and actively contribute to the well-being and sustainability of their communities

2024 Highlights



The #25YearsYoung Campaign celebrates global impact by selecting 25 exceptional social entrepreneurs from over 350 youth-led projects competing for the €50,000 "Youth Champion Award," **enhancing visibility for innovative solutions** across 65 countries



The Schneider Electric Foundation empowers young people through education, social innovation, and mentorship initiatives, with 2,100 social mentors **helping unlock the next generation's potential** while fostering personal growth for themselves



Schneider Electric received the 2024 CandE Award for our outstanding **commitment to exceptional candidate experiences**, emphasizing that every interaction, touchpoint, and experience we create for external talent truly matters

Local

17K

volunteering days

Over 100 foundation delegates and local employees mobilized globally in 2024 for **sustainable impact**, supporting vocational training and mentoring initiatives

2024 Highlights



Proudly contributed to the **restoration of Notre Dame Cathedral**, providing cutting-edge energy management solutions that ensure safety, optimize energy consumption, and support this UNESCO World Heritage Site's future



After Hurricane Helene **in the US**, Schneider Electric volunteers provided over 2,000 hours of support, installing solar microgrids to deliver sustainable emergency power to affected communities



Over 14,700 business partners, customers, and students **in China** received training on decarbonization, energy management, and automation solutions through the Schneider Electric Learning Platform, contributing to our commitment to promote sustainable practices

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 ambition 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 2024, 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 76,000 eligible employees, for 20% of the collective share.

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