Schneider Sustainability

IMPACT

Our contributions to accelerate sustainability for all

Q3 2025 Report

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Making
IMPACT
as the #1 most
sustainable company

TIME
WORLD'S MOST
SUSTAINABLE
COMPANIES
IN PARTNERSHIP WITH
statista
2025

GLOBAL100 2025
THE WORLD'S MOST SUSTAINABLE CORPORATIONS ©

EUROPE50 2025
Most Sustainable Corporations

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
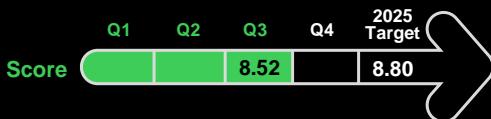
Supporting SUSTAINABLE DEVELOPMENT G⊙ALS
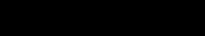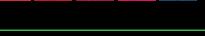
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Q3 2025 Results

SCHNEIDER 2021−2025
SUSTAINABILITY IMPACT

	Q1	Q2	Q3	Q4	2025 Target
Score			8.52		8.80

6 long-term commitments

		Program Baseline[1]		Q3 2025	2025 Target	Program Ambition
Score		3/10		8.52/10	8.80/10	10/10
CLIMATE	1. Grow Schneider Impact revenues[2]	70%	0%	75%	75%	80%
	2. Help our customers save and avoid millions of tonnes of CO_2 emissions[3]	263M	0	792M	800M	800M
	3. Reduce CO_2 emissions from top 1,000 suppliers' operations	0%	0%	53%	49%	50%
RESOURCES	4. Increase green material content in our products	7%	0%	44%	50%	50%
	5. Primary and secondary packaging free from single-use plastic, using recycled cardboard	13%	0%	83%	90%	100%
TRUST	6. Strategic suppliers who provide decent work to their employees[4]	1%	0%	89%	96%	100%
	7. Level of confidence of our employees to report unethical conduct[5]	81%	0%	85%	84%	91%
EQUAL	8. Increase gender diversity in[6]: hiring (50%),	41%	0%	38%	45%	50%
	front-line management (40%),	23%	0%	32%	35%	40%
	and leadership teams (30%)	24%	0%	32%	30%	30%
	9. Provide access to green electricity to 50M people[7]	30M	0	60.6M	60M	50M
GENERATIONS	10. Double hiring opportunities for interns, apprentices and fresh graduates[8]	4,939	x1	x1.77	x1.8	x2
	11. Train people in energy management[7]	281,737	0	1,049,768	1M	1M
LOCAL	+1. Country and Zone Presidents with local commitments that impact their communities	0%	0%	100%	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] From 2025 onwards, diversity targets shall not impact local incentives in countries or entities prohibiting the establishment of such targets
[7] cumulated since 2009   [8] 2019 baseline

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Climate

At Climate Week NYC, Schneider Electric announced an expanded global program to help over 50 brands and 2,700 of their suppliers to reduce their carbon footprint, **accelerating Scope 3 decarbonization through training, market insights, and collaborative renewable energy sourcing**

Schneider Electric and E.ON join forces to **build the energy grids of the future with SF$_6$-free switchgear** and digital solutions, combining sustainability, resilience, and innovation

By equipping Kiefer's 110MW photovoltaic park in Vathylakkos, Kozani (Greece) with advanced Schneider Electric technology, we helped **power 35,000 homes sustainably** while reducing CO_2 emissions by 150,000 tons annually

Schneider Electric secures its **first high-durability carbon removal deal** with Climeworks—also Climeworks' largest to date—to eliminate 31,000 tons of CO_2 and advance long-term Net-Zero goals
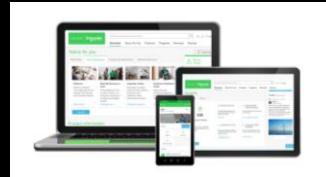
Schneider Electric launches **Zeigo™ Hub, a new AI-powered platform** that helps companies engage suppliers, track emissions, and drive measurable Scope 3 decarbonization across their supply chains

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Resources

Schneider Electric's Evreux site is named a Sustainability Lighthouse by the WEF for cutting energy use by 18%, reducing single-use plastic by 40%, and enabling large-scale product reuse through digital innovation

Schneider Electric has already electrified one third of its car fleet, surpassing its 2025 target and **advancing its EV100 commitment to clean mobility**

mySchneider portal now gives faster access to 14 key environmental attributes across 110,000+ products, **making sustainability data easier to find and use**

The city of Conroe, Texas is **boosting water resilience with Schneider Electric's EcoStruxure Automation Expert** across 19 plants, part of a $50M upgrade to modernize infrastructure and protect against climate risks

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Trust

Schneider Electric is ranked **World's Most Sustainable Company by Sustainability Magazine**, leading global impact through supplier engagement and CO_2 reduction solutions

Schneider Electric launches Chapter 3 of its free Sustainability School, giving suppliers practical tools to decarbonize and **turn climate action into business advantage**

With **over 4,000 suppliers assessed under our Vigilance Program**, Schneider Electric ensures responsible sourcing and strengthens trust, transparency, and sustainability across its global supply chain

Schneider Electric is proud to be **one of 50 companies on Fortune's 2025 Change the World list**, recognized for turning sustainable innovation into measurable impact for people and the planet

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Equal

Schneider Electric and ARE launch the whitepaper *Advancing Gender Equality in the Renewable Energy Sector*, sharing strategies to promote **gender-inclusive solutions that boost community income and accelerate clean energy access**

Our **Climate Smart Village solution empowers rural farmers with reliable solar energy** for irrigation, lighting, and crop processing, while enabling them to grow food under solar panels and earn income from surplus electricity

Great Place To Work.
Best Workplaces Asia 2025

Schneider Electric is proud to be **ranked among Asia's Top 100 Best Workplaces 2025**, thanks to our strong culture of inclusion, innovation, and collaboration that puts people first

The Schneider Sustainability Research Institute's paper *Energy Poverty: And the many ways that safe, affordable, sufficient, and sustainable energy for all empowers* explores how distributed energy solutions like microgrids can drive inclusive change and give communities agency over their energy future

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Generations

Schneider Digital
OPEN DAYS 2025
22-26 September

Each year, during one dedicated week, Schneider Digital Open Days offer employees over 100 expert-led sessions to **boost digital skills, explore innovation, and grow** their careers

Schneider Electric renews its partnership with ESCP Business School through the 'Digital Transformation for Sustainable Impact' chair, strengthening ties between academia and industry to **empower future changemakers**

Through its Senior Talent Program, Schneider Electric empowers experienced employees to shape their career paths, proving that **experience is a superpower for personal growth and collective impact**

Schneider Electric is proud to be **ranked #13 out of 600 companies on TIME and Statista's 2025 list of India's Best Companies to Work For**

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Local

Schneider Electric encourages a culture of giving back, leading employees to contribute **over 80,900 days of volunteering in their local communities** since 2017

Driven by a shared commitment to the planet, Schneider Electric employees joined forces with the NGO In The Same Boat (ITSB) to remove 2.4 tonnes of marine litter from remote islands along **Norway**'s coastline

In **Hong Kong**, over 700 employees have embraced sustainability learning and exchange sessions since 2024, strengthening their understanding of global challenges and the vital role Schneider Electric solutions play in building a more resilient future

Through its partnership with Enactus **Egypt**, Schneider Electric is helping shape a more sustainable future by equipping over 9,000 young people, entrepreneurs and women with lasting skills in energy management and sustainability

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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 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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