

Schneider
Sustainability

IMPACT

A photograph of a young girl and a woman outdoors in a park-like setting. They are both smiling and giving each other a high-five. The woman is wearing a light-colored t-shirt and dark leggings, and the girl is wearing a striped shirt and dark pants. The background is blurred green foliage.

Our contributions to accelerate
sustainability for all

Q2 2025 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



Q2 2025 Results



6 long-term commitments

Score	Program Baseline ¹	Q2 2025		2025 Target	Program Ambition
CLIMATE 	1. Grow Schneider Impact revenues ²	70%	0%	74%	75% 80%
	2. Help our customers save and avoid millions of tonnes of CO ₂ emissions ³	263M	0	734M	800 M 800M
	3. Reduce CO ₂ emissions from top 1,000 suppliers' operations	0%	0%	48%	49% 50%
RESOURCES 	4. Increase green material content in our products	7%	0%	41%	50% 50%
	5. Primary and secondary packaging free from single-use plastic, using recycled cardboard	13%	0%	81%	90% 100%
TRUST 	6. Strategic suppliers who provide decent work to their employees ⁴	1%	0%	79%	96% 100%
	7. Level of confidence of our employees to report unethical conduct ⁵	81%	0%	83%	84% 91%
EQUAL 	8. Increase gender diversity in ⁶ : hiring (50%), front-line management (40%), and leadership teams (30%)	41%	0%	40%	45% 50%
		23%	0%	31%	35% 40%
		24%	0%	32%	30% 30%
GENERATIONS 	9. Provide access to green electricity to 50M people ⁷	30M	0	59M	60M 50M
	10. Double hiring opportunities for interns, apprentices and fresh graduates ⁸	4,939	x1	x1.63	x1.8 x2
	11. Train people in energy management ⁷	281,737	0	1,017,704	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

Climate

Q2 Highlights - 2025



The Sustainability Impact Awards recognize and **celebrate Schneider Electric's partners, customers, and suppliers who lead the way** in decarbonization, electrification, and digital innovation, driving meaningful progress toward a more sustainable, net-zero future

Meet our
2024 Global winners:

- Capgemini (India)
- Equinix (USA)
- Getworks (Japan)
- Knorr-Bremse (Germany)
- Magnum Properties (Egypt)
- Toyota (Argentina)
- Tricoilte (India)



Schneider plans to **invest over €110 million in its French manufacturing sites to boost production capacity**, support the energy transition and digital transformation, and meet growing demand in the electrical grid and data center markets across France and Europe

In Germany, Schneider supported EAM Netz in **decarbonizing its electrical distribution by deploying SF₆-free GM AirSeT switchgear** and digital technologies, ensuring regulatory compliance, enhancing grid reliability, and accelerating the region's energy transition

Through **Schneider Electric's Zero Carbon Project**, Bangalore-based SAA AB Engineering has drastically cut its Scope 1 and 2 emissions by 49.5% and now sources 91% of its electricity from renewables, marking a major step toward its 75% emissions reduction goal

Resources



Thanks to our EcoStruxure Water Advisor – Water Simulation, Danish utility company Aarhus Vand enhanced operational efficiency, reduced energy costs, and **secured a reliable, sustainable water supply through smart, data-driven network management**

Q2 Highlights - 2025



Ranked #1 in the prestigious Gartner Top 25 Supply Chain 2025 after 10 consecutive years on the list

Schneider expands its **EcoCare service range to help customers extend the life of their products**, offering smarter, condition-based maintenance and expert support to enhance asset performance, embodying Schneider's circularity approach of 'Use better, use longer, use again'



With over 90,000 commercial references, Schneider's Environmental Data Program empowers customers to **make sustainable choices by providing transparent, product-level environmental data**, supporting compliance, decarbonization, and circularity goals

Trust



Schneider Electric was recognized in the 'Impact for Sustainability' category of the inaugural TIME100 Companies Impact Awards, highlighting its meaningful contributions to a more sustainable future



Q2 Highlights - 2025

Strengthened Vigilance Plan to prevent and reduce risks to people, property, and the environment from Schneider Electric's operations, suppliers, and value chain partners

Awarded 'Best ESG Communications' by the Labrador Transparency Awards for our 2024 sustainability disclosures in the Universal Registration Document

Each year, 100% of Schneider's employees gain access to Schneider Essentials trainings, empowering them with key skills in Ethics, Cybersecurity, AI, and more, to **foster personal growth and strengthen our Group's collective resilience** and future-readiness

Equal



Proud to receive the **Corporate Social Innovation Excellence Award** from the Rutgers Institute, recognizing 16 years of **impact investing** that has created jobs, strengthened communities, and advanced climate resilience in underserved markets



Career Days, a key annual event at Schneider Electric, supports its employees by **providing inspiration, tools, and opportunities to take charge of their development and thrive in a changing world**



By providing 110 families in rural India with clean solar energy, **Schneider's Climate Smart Village initiative has doubled incomes, cut 60,000 kg of CO₂ annually**, and laid the foundation for scalable, community-driven sustainable development across India and beyond



Our Boston Hub was recognized for its inclusive design, thanks to initiatives like the RightHear way-finding solution that **support accessibility for people with disabilities**



Ranked 2nd on LinkedIn's Top Companies 2025 in France for the second year in a row, demonstrating **our commitment to career growth, skill development, and internal mobility**

Generations



Named **one of Europe's Best Employers by the Financial Times**, a testament to our people-first culture and purpose-driven mission

Q2 Highlights - 2025



The Go Green challenge returns in 2025, calling on students worldwide to **develop innovative business models that bring clean, affordable energy to local communities**. Stay tuned for the inspiring solutions to come

Schneider Electric's Tomorrow Rising series was awarded Silver at the 2025 Deauville Green Awards, a powerful recognition of our Foundation's commitment to **empowering young changemakers through inspiring real-life stories of social and energy transition**



Schneider Electric France ranks #1 in the HappyIndex®Trainees 2025 – CSR Focus, reinforcing **our position as an employer of choice** committed to sustainability

Local



On World Environment Day, **thousands of our employees across hundreds of sites united to take local action**, supporting this year's global call to end plastic pollution while also engaging in activities to preserve and restore biodiversity in their communities



Through the Zero Carbon Heroes initiative, Schneider employees in **Colombia** planted 100 frailejones, an iconic Andean plant vital to water conservation in El Nevado del Cocuy, a region facing severe water stress

In response to the devastating floods that struck Valencia, **Spain** at the end of 2024, Schneider Electric Iberia donated over 22,000 product units to installer associations to support the restoration of schools affected by the storm

Employees in Beijing, **China**, collaborated with the nearby Taihe Qili Community to distribute water-saving devices, share practical water conservation tips, and foster meaningful dialogue on sustainable water use

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.

Life Is On



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Public

