



2021-2023  
Performance Report  
**Schneider**



# Local SSI

Empower local communities  
to make sustainability a reality for all



## 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**

## 2023 Results



### 6 long-term commitments

#### CLIMATE



1. Grow Schneider Impact revenues<sup>\*2</sup>
2. Help our customers save and avoid millions of tonnes of CO<sub>2</sub> emissions<sup>3</sup>
3. Reduce CO<sub>2</sub> emissions from top 1,000 suppliers' operations

Baseline

Q4 2023

2025 Target

70%

263M

0%

74%

553M

27%

80%

800M

50%

#### RESOURCES



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

7%

13%

29%

63%

50%

100%

#### TRUST



6. Strategic suppliers who provide decent work to their employees<sup>4</sup>
7. Level of confidence of our employees to report unethical conduct<sup>5</sup>

1%

81%

21%

+1pt

100%

+10pts

#### EQUAL



8. Increase gender diversity in hiring (50%), front-line management (40%) and leadership teams (30%)
9. Provide access to green electricity to 50M people<sup>6</sup>

41/23/24

30M

41/28/29

+16.6M

50/40/30

50M

#### GENERATIONS



10. Double hiring opportunities for interns, apprentices and fresh graduates<sup>2</sup>
11. Train people in energy management<sup>6</sup>

4,939

281,737

x1.52

578,709

x2.00

1M

#### LOCAL



- +1. Country and Zone Presidents with local commitments impacting their communities**

0%

100%

100%

<sup>\*</sup>Per Schneider Electric definition and methodology

<sup>1</sup> 2021 baseline 3/10, 2025 target 10/10

<sup>2</sup> 2019 baseline

<sup>3</sup> cumulated since 2018

<sup>4</sup> 2022 baseline

<sup>5</sup> 2021 baseline

<sup>6</sup> cumulated since 2009

# SSI +1: Countries with local commitments impacting their communities

2025 Target

# 100%

of Country and Zone Presidents taking local commitments that impact their communities

## Definition & calculation

- Countries with at least 100 employees have set 3 commitments aligned with the Group's sustainability strategy and supporting needs of their communities
- Local commitments are validated by zone/ country presidents, and a local SSI lead is designated to deploy and report on the program annually



**Spain:** electrical installations for families in need



**Australia:** X5 spending with indigenous-owned suppliers



**Norway:** 100% electric cars in 2023



**Chile:** education programs for vulnerable women

## Performance so far

# 100%

2020  
Baseline

2025  
Target

## Actions to achieve target

- Over 200 programs have been deployed from 2021 to 2023
- Reinforce the "localization" of Schneider Sustainability governance
- Setting up and animation of a Territory Sustainability Leadership community (from 2022)
- Publication of a [local commitments map](#) on se.com



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## SSI +1: Worldwide initiatives



### USA

95 robotics teams have been supported through mentor based programs that build STEM skills, inspiring young people to be leaders in science and technology.



### Brazil

In partnership with NGOs, Schneider Electric is retrofitting electrical installations in households and community spaces such as schools and medical centers, benefiting more than 11,500 people.



### France

Schneider Electric's societal program allows employees in France to join non-profit associations at local, national, or international levels. Over 35,000 days were devoted to communities and associations through volunteer activities dedicated to tutoring and training.



### India

More than 108,000 school students have been trained as Green Ambassadors by sensitizing them to energy and environmental conservation through activity-based learning.



### China

Through the Schneider Learning Institute, 42,000+ business partners and customers have been trained in courses that develop energy efficiency skills in energy management products, solutions, and services. Certified training courses and a tailored program for VIP partners and customers are also available.



LOCAL

## SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Andean cluster (Colombia, Ecuador, Venezuela, Peru, Bolivia)	Household Electrical Safety Improvement	0	425 Households helped	300	Equal	
	Awareness and education on electric safety in underprivileged urban communities	0	400 People trained	400	Generations	
	Reducing SE collaborator's carbon footprint	0%	65% Employees engaged	55%	Climate	
Anglophone Africa cluster (South Africa, Nigeria, Kenya)	Access to education for future electrical artisans	787	8,784 Students trained	17,145	Generations	
	Delivering access to energy in communities	310,287	545,736 People reached	1,870,036	Equal	
	'Grow our Own Timber' talent pipeline	28%	41% Early careers	42%	Generations	
Argentina, Paraguay, Uruguay	Household Electrical Safety improvement	0	756 People impacted	700	Equal	
	Providing training on electric safety in communities	0	2,800 People trained	2,000	Generations	
	Training and mentoring local informal economy entrepreneur	0	944 People trained	264	Equal	
Austria	Switch 100% Schneider Electric car fleet to electric	0	279 Tonnes of CO2 saved	428	Climate	
	Encourage joining the workshops for inclusion	0	8,200 Hours per year	15,000	Local	
	Support Caritas Austria	0	5 Projects supported	5	Local	



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# SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Balnmakо cluster (Bulgaria, Albania, Macedonia, Kosovo)	Welcoming young talents	8	47 Interns hired	38	Generations	
	Partnering with universities to reach students	30	296 Students reached	230	Generations	
	Act to reduce our carbon footprint	3	35 Actions taken	23	Resources	
Baltics cluster (Estonia, Lithuania, Latvia)	Employee «Act for Environment» program	0	17 Events hosted	7	Climate	
	Career opportunities for women through different actions	0	10 Events hosted	5	Equal	
	Offer more hybrid car options	0%	62.5% Hybrid vehicles	25%	Climate	
Belgium	Volunteering to give back to local communities	0	1,672 Volunteering hours	1,500	Local	
	eMobility, contributing to transport electrification	0	180 EV charging stations installed	450	Climate	
	Sustainability awareness among youngsters	0	150 Youths involved	5,000	Generations	
Brazil	Household electrical safety improvement	0	110,514 People impacted	1,500	Equal	
	Providing training on electric safety in communities.	0	750 Children impacted	2,500	Generations	
	Reducing collaborator's carbon footprint	0%	45% Employee engaged	45%	Climate	



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## SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Cambodia	Students trained in electricity professions	1,927	<b>4,595</b> Students trained	3,390	Generations	
Canada	Step-up employee community engagement	147	<b>240</b> Employees engaged	196	Local	
	"Act for Green" from coast to coast	45,000	<b>75,730</b> Checklist score	72,800	Resources	
	Accelerating towards net-zero with our own technology	5	<b>15</b> Connected sites	10	Climate	
Chile	Household electrical safety improvement	0	<b>70</b> Families impacted	150	Equal	
	Circular economy and recycled materials	80	<b>345</b> Tons of recycled material	220	Resources	
	Vulnerable women training in energy management through local NGOs	0	<b>95</b> Women impacted	15	Equal	
China	Equip partners with energy management expertise	9,033	<b>42,103</b> People trained	40,000	Climate	
	Increase employee participation in environmental protection	850	<b>2,402</b> Employees engaged	1,105	Climate	
	Switch 100% of the fleet to electric vehicles	50%	<b>100%</b> EV fleet	100%	Resources	
	Innovation camps to foster entrepreneurship	10	<b>25</b> Project teams	24	Generations	



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# SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Croatia and Slovenia	Demo equipment donation to local technical universities	5	32,000 EUR	22	Generations	
	Workshops for local technical universities	15	155 Students engaged	75	Generations	
	Educational workshops and publications for SE employees	10	21 Actions taken	35	Generations	
Denmark	Decarbonizing Ringsted's energy usage through innovation	0%	20.1% Energy Performance Index (EnPI) reduction	9%	Resources	
	Sustainable packaging in Ringsted plant	1,741,871	1,008,572 Meters of packaging foil used	13,603,698	Resources	
	Sustainability actions by employees - #SEGreatPeople	0	6 Local initiatives	6	Local	
Finland	Roll-out of smart energy solutions to accelerate the green transition	29.5	39.42 tCO <sub>2</sub> eq saved	35.90	Climate	
	Reduce CO <sub>2</sub> emission caused by work related traveling	0%	10.2 CO <sub>2</sub> reduction	9.9%	Climate	



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# SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
France	150 circular product references available to employees	0	2,700 Circular products references available	150	Resources	
	Increase hiring opportunities for apprentices	14%	12% Hiring opportunities	20%	Generations	
	Train 1,100 students in Schneider Electric School	148	664 Students trained	1,100	Generations	
	Give 34,000 days towards associations	7,314	35,464 Association days	34,000	Generations	
Francophone Africa and Islands cluster (Niger, Mali, Senegal)	4,650 people trained in energy management	0	15,884 People trained	4,950	Generations	
	Access to green electricity for 2,815 people	0	4,151 People impacted	2,815	Equal	
	Deliver 645 tonnes of saved and avoided CO2 emissions	0	4,382 tCO2eq saved and avoided	645	Climate	
Germany	Switch 100% Schneider Electric carfleet from diesel by 2023	0	4,558 tCO2eq saved	6,512	Climate	
	Engagement in the Circular Valley Accelerator as a subscriber or sponsor	0	4 Panels joined	5	Climate	
	Encourage joining the workshops for inclusion (SE Power Drives)	0	49,660 Hours	73,000	Local	

# SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Greater India cluster (India, Bangladesh, Bhutan, Sri Lanka, Nepal)	Skilling of 230,000+ youth as energy professionals	138,000	<b>243,672</b> Youths trained	230,000	Generations	
	100,000 Green Ambassador champions of sustainability	77,000	<b>108,018</b> Green Ambassadors	100,000	Climate	
	100 digital and green schools impacting 24,000 students	0	<b>30,843</b> Students impacted	24,000	Generations	
	Creating a carbon sink with 400,000 tree plantations	0	<b>488,216</b> Trees planted	400,000	Climate	
Greece and Cyprus	Energy efficiency in emblematic museum building to be used for raising awareness around sustainability	0%	<b>70%</b> Energy saved per year	100%	Resources	
	Paid internships for 5-10 students from technical universities	0	<b>21</b> Active contracts	22	Generations	
	Perform three learning activities with local technical universities	0	<b>10</b> Events hosted	11	Generations	
Gulf cluster (United Arab Emirates, Oman, Qatar, Bahrain, Kuwait)	Reduce carbon footprint across SE Gulf premises	0%	<b>14%</b> m² reduction	15%	Climate	
	Schneider Electric as a sustainability educator for its employees and youth	0	<b>2,726,432</b> Media engagement	1,000,000	Generations	
	Implement at least one renewable energy initiative in Gulf offices	0	<b>1,447</b> Avoided tCO₂eq	2,000	Climate	



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## SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Hong Kong	Reduction on printed sales and marketing collaterals	18%	63% Paper reduction	65%	Resources	
	4,500 installation of EV charging points of all SE model	1,500	4,677 Installations	5,000	Resources	
	20 young talents to join development programs every year	20	30 Young talents	30	Generations	
	Training of peers in engineering community per year	500	5,932 Peers trained	6,000	Equal	
	500 man-hours in CSR activities per year	500	356 Man-hours	400	Local	
Hungary	Young generation intake	5	70 Students hired	26	Generations	
	Learning and development for students	80	386 Students impacted	240	Generations	
	Sustainability Awareness campaign	10	240 Actions taken	45	Trust	
Indonesia	Teacher mission — 300 teaching hours by 2025	0	79 Teaching hours	80	Generations	
	Schneider Green Program — 800 trees by 2025	0	552 Trees planted	400	Climate	
	Give back to community — 20% of Employee participated (160 – 200 people) by 2025	0	181 Employees engaged	120	Local	
Israel	Paperless office	0%	30% Paper reduction	30%	Resources	
	Recycling and not using disposable dishes	300	50 kg	50	Resources	
	Reduce electricity cost	428,000	324,228 Nis (₪)	300,000	Resources	



LOCAL

## SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Italy	Individual volunteering for our collaborators	0	1,146 Employees involved	1,087	Local	
	Training students to become technical professionals	0	5,235 People trained	5,205	Generations	
	Contribute to "Clean the world" project for the development of local biodiversity	0	976 Employees involved	1,100	Climate	
Japan	30% of employees donate Mobiya lamps	16%	34% Employees donating	30%	Local	
	Employees join the sustainability education program	0%	7% Employees trained	5%	Local	
	Schneider Japan Sustainability Ambassadors	0%	3% Certified ambassadors	5%	Local	
Malaysia and Brunei	Employees join the "Grow-it-Yourself" challenge	0	0 Employees joined	75	Resources	
	Employees completing the Act4Green challenge	0	0 Employees pledged	75	Climate	
	Employees join a donation drive for underprivileged students	0	58 Employees joined	75	Generations	
Mexico and Central America	Improve Ethics and compliance performance by 30%	0.62	0.98 Ethics and compliance score	0.95	Trust	
	Improve score on Trust driver in our employee engagement survey	0.8	0.74 Employee engagement score on Trust	0.85	Trust	
	Optimize recycling practice in all Mexico locations	0	6% Sites with optimal recycling program	11%	Climate	



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# SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
NEAL cluster (Iraq, Jordan, Lebanon, Syria, Egypt, Sudan, Libya, Malta)	Green energy access to 80K people in rural areas	44,000	<b>93,000</b> Beneficiaries impacted	80,000	Equal	
	Train and empower 16.5k people in energy management	10,356	<b>24,080</b> People trained	16,500	Generations	
	Reduce CO <sub>2</sub> e emissions of operations by 1,000 tons	114,75	<b>520,6</b> tCO <sub>2</sub> e reduction	1,000	Climate	
Netherlands	Sustainability Development Fund	0	<b>0</b> Initiatives	3	Local	
	Sustainability Challenge	0	<b>1</b> Challenge held	3	Local	
	Promote a healthy plant-based food	0	<b>3</b> Activities held	2	Climate	
Norway	Zero CO <sub>2</sub> emissions from company cars	9%	<b>76%</b> EV fleet	100%	Climate	
	Partner Sustainability Award	0	<b>1</b> Award	1	Local	
	Increase overall women NDVC ratio from 26% to 35%	26%	<b>27%</b> NDVC Women	35%	Equal	
Pacific cluster (Australia, New Zealand)	Implementing circularity	1,600	<b>40,264</b> Units in circular loops	3,000	Resources	
	Training and Acting for biodiversity	0	<b>19</b> Local events held	6	Resources	
	Increase SE's supplier spend with indigenous-owned companies	AU\$60,000	<b>AU\$146,000</b> spent	AU\$240,000	Equal	



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## SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Philippines	15% of employees volunteer one day for communities	0	95 Volunteering days	300	Local	
	15% of employees complete the Act4Green challenges	0	1,303 Employees engaged	400	Climate	
	Mobiya lamps donated to disaster response NGOs	0	0 Unit donated	50	Equal	
Poland	Taking care of forests in Poland	0	9 Events held	9	Resources	
	Waste management — reduce, reuse, recycle	0	13 Actions taken	12	Climate	
	Act For Equity	0	34 Actions taken	7	Equal	
Portugal	Mobility Pact for the City of Lisbon	1	3 Teleworking days	3	Climate	
	Collaboration with "Act for Nature"	0*	1 Project	1	Climate	
	Donation of surplus products and materials to NGOs	0%	100% Products donated	80%	Resources	
Romania	Create a young talent pipeline and opportunities for all	8	14 Trainees hired	60	Generations	
	Training for electrical engineering students	50	497 Students trained	1,050	Generations	
	Train 80% of our employees on well-being	30%	90% Employees trained	50%	Equal	
	Volunteering for planting trees	0	1,800 Trees planted	3,000	Climate	

\*2022 baseline



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## SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Serbia	Scholarship programs with technical universities	70	194 Student scholarships	220	Generations	
	Grow impact of our Centre for Young Talents	2,000	2,592 Students trained	6,700	Generations	
	"Make our cities green" — tree planting initiative	19	505 Trees planted	369	Climate	
Singapore	Social volunteering (previously Social Volunteering Program)	0	209 Volunteering hours	200	Local	
	City in nature (previously 'Acting for Biodiversity')	0%	321 Hours by employee	100	Resources	
	Environmental volunteering (previously Environmental Volunteering Program)	100	166 Volunteering hours	130	Local	
Slovakia	2 x number of opportunities for interns and students	8	18 Interns and students	16	Generations	
South Korea	Participate in the digital carbon footprint reduction movement	0	26 Participants	300	Climate	
	Contribute at least one day per year to your community (by 2025)	0	0.04 Total volunteering days/total of employees	0.5	Equal	
	1/3 of the employee's vehicle comprised of electric vehicles (by 2025)	0	0.015 employees registered /total of employees	0.08	Resources	



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## SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Spain	Encourage solar energy consumption with Barrio-Solar project	0	<b>16</b> Homes powered with solar installation	20	Equal	(Icons 5, 7, 9, 10, 11, 12, 13, 14, 15, 16, 17)
	Youth education in diversity and sustainability	150	<b>860</b> Youths trained	300	Generations	(Icons 3, 4, 10, 11, 12, 13, 14, 15, 17)
	Donation of surplus products and materials to NGOs	80%	<b>100%</b> Donated products	100%	Resources	(Icons 7, 11, 12, 13, 14, 15, 16, 17)
Sweden	Deliver 750 kTCO <sub>2</sub> of saved and avoided emissions to our customers	80	<b>110</b> ktCO <sub>2</sub> e saved and avoided	750	Climate	(Icons 7, 9, 11, 12, 13, 14, 15, 16, 17)
	Transparency for products' CO <sub>2</sub> footprint	0	<b>0%</b>	30	Climate	(Icons 9, 11, 12, 13, 14, 15, 16, 17)
	Transform SE Sweden Sales to rely on circular business models	2,591	<b>4,500</b> EUR circular revenues	4,500	Resources	(Icons 7, 12, 13, 14, 15, 16, 17)
	Raise awareness by training people from Sweden with the Climate Fresk	1	<b>95%</b> People trained	100	Climate	(Icons 7, 9, 11, 12, 13, 14, 15, 16, 17)
	Increase gender diversity of female in new hires to 50%	20	<b>40%</b> Women in new hires	50	Equal	(Icons 5, 9, 11, 12, 13, 14, 15, 16, 17)
Switzerland	Move the Schneider Electric car fleet from diesel to EV by 100% with approximate CO <sub>2</sub> savings of 710 tons in Switzerland	0	<b>525</b> tCO <sub>2</sub> e saved and avoided	710	Climate	(Icons 7, 9, 11, 12, 13, 14, 15, 16, 17)
	Support biodiversity on site in Horgen with preventive actions	0	<b>5</b> Biodiversity projects	4	Resources	(Icons 3, 11, 13, 15, 16, 17)
	Support in 2 – 3 "Electriciens sans frontières" projects to work for access to energy for all	0	<b>1</b> Project	2	Local	(Icons 4, 8, 9, 11, 13, 17)



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## SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Thailand and Laos	20% carbon footprint reduction	0%	<b>21%</b> Carbon footprint reduction	20%	Climate	
	Retrofit electrical installation in 10 schools' buildings	0	<b>3</b> Retrofitted schools	10	Generations	
	100% of employees take actions on sustainability	0%	<b>62%</b> Employee volunteering	100%	Local	
Turkey, Central Asia and Pakistan	Train teachers for climate change	0	<b>750</b> People trained	200	Generations	
	Train youth in energy management	0	<b>13,500</b> Students	4,500	Equal	
	Increase gender diversity of female in new hires to 50%	20%	<b>50,88%</b> Women in new hires	50%	Equal	
UK and Ireland	Plant a tree for every UK&I employee	0	<b>2,000</b> Trees planted	4,000	Resources	
	Sustainable business travel	0%	<b>0%</b> Reduction in employee travel	5%	Climate	
	Upskilling young people on STEM	0	<b>4,108</b> Volunteering hours	5,000	Generations	
USA	Foster sustainable housing through Habitat for Humanity	\$2,426,000	<b>\$2,270,703</b> Product donation	\$3,200,000	Local	
	Inspire future leaders through STEM education and mentorship	53	<b>95</b> Robotics teams sponsored	70	Generations	



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## SSI +1: Local performance

Country	Local Initiative	Baseline 2020	Performance 2021-2023	Target 2023	Long-term commitment	UN Sustainable Development Goals (SDGs)
Vietnam	Employees volunteering	0%	35% Employee volunteering	35%	Equal	
	Increase of energy Efficiency in Vietnam commercial office — carbon footprint deduction	0	5,000 kgCO2e saved	30	Equal	
	Students trained in electricity	4,289	14,465 Students trained	10,500	Generations	

Life Is On

