

# Schneider Sustainability

# IMPACT

Our contributions to accelerate  
sustainability for all

Q1 2025 Report





# 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

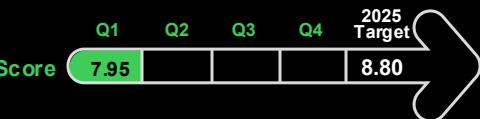
by fostering learning, upskilling, and development for each generation, paving the way for the next

## Empower local communities

by promoting local initiatives and enabling individuals and partners to make sustainability a reality for all

Supporting





## Q1 2025 Results

### 6 long-term commitments

Score	Program Baseline <sup>1</sup>	Q1 2025	2025 Target	Program Ambition
<b>CLIMATE</b> 	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	70% 0% 263M 0 0% 0%	74% 697M 42%	75% 800M 49% 50%
<b>RESOURCES</b> 	4. Increase green material content in our products 5. Primary and secondary packaging free from single-use plastic, using recycled cardboard	7% 0% 13% 0%	40% 80%	50% 90% 100%
<b>TRUST</b> 	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% 0% 81% 0%	66% 83%	96% 84% 91%
<b>EQUAL</b> 	8. Increase gender diversity in <sup>6</sup> : hiring (50%), front-line management (40%), and leadership teams (30%) 9. Provide access to green electricity to 50M people <sup>7</sup>	41% 0% 23% 0% 24% 0% 30M 0	41% 31% 32% 56M	45% 35% 30% 60M 50M
<b>GENERATIONS</b> 	10. Double hiring opportunities for interns, apprentices and fresh graduates <sup>8</sup> 11. Train people in energy management <sup>7</sup>	4,939 x1 281,737 0	x1.87 928,444	x1.8 1M 1M
<b>LOCAL</b> 	+1. Country and Zone Presidents with local commitments that impact their communities	0% 0%	100%	100% 100%

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

<sup>5</sup> 2021 baseline   <sup>6</sup> From 2025 onwards, diversity targets shall not impact local incentives in countries or entities prohibiting the establishment of such targets

<sup>7</sup> cumulated since 2009   <sup>8</sup> 2019 baseline

# Climate

## Q1 Highlights - 2025



The new SpaceLogic™ Touchscreen Room Controller **delivers energy savings with AI, comfort, and well-being**, setting a new standard for energy management in buildings



Our Wuxi factory in China is recognized by the World Economic Forum as Schneider Electric's 4th **Sustainability Lighthouse for its industry-leading reductions in emissions** and advancements in promoting a circular economy



**#1 in Europe, Top 10 worldwide** in 2025 Carbon Clean 200 list of publicly traded companies that are leading the way with solutions for the transition to clean energy



Schneider Electric India's **Platinum Award in Net-Zero Leadership** from the Times now - Global Sustainability Alliance underscores our commitment to a Net-Zero value chain by 2050 and ecosystem-wide decarbonization

# Energize

Schneider Electric announces the second Energize PPA cohort, supporting four global **healthcare companies to purchase 245 GWh of renewable electricity annually** for 10 years, supporting sector-wide decarbonization

# Resources

Q1 Highlights - 2025



Since 2021, over **85% of Schneider Electric sites have implemented local biodiversity conservation and restoration programs**, enhancing ecosystems, supporting local wildlife, and promoting sustainable environmental practices



Schneider Electric and RichLand Logistics are launching new EV trucks for last mile delivery, ensuring **sustainable transportation from distribution centers to customers**, supporting Singapore's Net-Zero goal

On World Water Day, Schneider Electric reaffirms its **commitment to tackling the water crisis** by providing solutions that help water companies reduce freshwater use, increase recycling, and lower operational costs

**Schneider Charge Pro**, a new efficient EV charging solution, **simplifies the charging experience** and makes it easier for multifamily homes and apartments to adopt EV infrastructure

Our IntenCity site in Grenoble has achieved LEED Platinum certification, making it **one of the world's most sustainable buildings** due to Schneider Electric's innovative solutions and 100% energy autonomy

# Trust



**Schneider Electric's 2024 Annual Report**, compliant with the European Corporate Sustainability Reporting Directive (CSRD), provides transparent insights into our business, people, sustainability strategy, and performance, with a dedicated section **highlighting our commitments to corporate sustainability**

## Q1 Highlights - 2025



**2025 WORLD'S MOST ETHICAL COMPANIES™**  
**ETHISPHHERE**  
**14-TIME HONOREE**



Recognized as a **Top-Rated ESG performer** out of more than 5,000 companies in Sustainalytics' ratings universe, which evaluates corporate governance, material ESG issues, and industry-specific risks

**14 years of unwavering commitment to business integrity**, recognized by our inclusion in Ethisphere's Top 100 World's Most Ethical Companies in 2025

Achieved ISO/IEC 27701:2019 compliance for the first time, **enhancing our cybersecurity and privacy measures to build trust** and transparency within our ecosystem

# Equal



Recognized in **Glassdoor's Best Places to Work 2025** US and UK rankings, highlighting the **positive impact of our culture**, career opportunities, and work-life balance, as reflected in the feedback from our amazing #SEGreatPeople



Our solar-powered solutions in Indonesia ensure **reliable electricity for farming irrigation and clean water**, boosting productivity, improving quality of life, reducing diesel pump usage, and transforming the socio-economic development of rural communities



Received the **Gold Seal of the Capital Goods industry for Gender Equality** by Equileap in 2025, based on the assessment of women's representation, gender-pay gap, leave and flexible options, and policies in place



By signing the **Rise Ahead Pledge**, Schneider Electric is **expanding access to essential services** and fostering socio-economic development, particularly through its focus on energy poverty and impact investing in underserved markets

# Generations



In Vietnam, the **new Center of Excellence** at Ly Tu Trong College, supported by our Foundation and ASSIST NGO, will equip 200 lecturers with expertise in smart manufacturing, buildings, and renewable energy, as part of a network training 45,000 students.



At the GLOBAL INDUSTRIE fair in France, Schneider Electric welcomed young students to **explore careers in energy**, inspiring them to pursue their passions and create future vocations in the industry

Proud to partner with the Sachin Tendulkar Foundation to bridge the educational gap in India, positively **impacting over 60,000 students across 300 rural schools with modern learning tools** and clean energy



Renewing the *Engagement Jeunes* label for 2025 and achieving "Best-in-class" status for our corporate culture highlights Schneider Electric's commitment to **providing enriching experiences, development opportunities, and sustainable employment for young talents**

# Local



In **Malaysia**, employees are offered dedicated training on cultivating zero-waste habits at home, work, and while traveling. Additionally, they have spent over 480 hours on beach clean-ups, removing plastic, glass, and other unnatural waste from Malaysian shores

## Q1 Highlights - 2025



Schneider Electric **UK** and the Tottenham Hotspur Foundation are launching a STEM educational programme to inspire local pupils with interactive workshops and digital resources, equipping them with essential skills for a sustainable future

65% of Schneider's employees in **Poland** have engaged in sustainable commuting practices like carpooling, cycling, and using public transportation, contributing to create a zero-CO<sub>2</sub> emissions office environment



Schneider Electric **US** partnered with Habitat for Humanity of Greater Nashville to develop a solar-powered home, reducing energy costs and enhancing sustainability, thereby empowering families and benefiting the community

# 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



[se.com/sustainability](https://se.com/sustainability)

Public

