



FY 2023 Report

Schneider Sustainability Impact

Our contributions to accelerate sustainability for all

Life Is On

Schneider
Electric

2 guiding principles

#1: Do well to do good and vice versa

- Performance
- Business
- All ESG

#2: Bringing everyone along

- Model and 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.

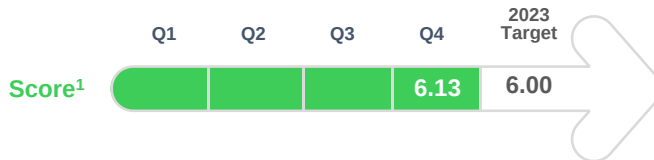
Harness the power of all **generations**

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.

Q4 2023 Results



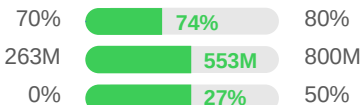
6 long-term commitments

CLIMATE



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

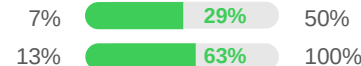
Baseline Q4 2023 2025 Target



RESOURCES



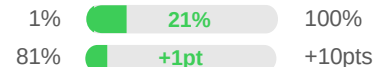
4. Increase green material content in our products
5. Primary and secondary packaging free from single-use plastic, using recycled cardboard



TRUST



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



EQUAL



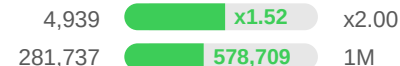
8. Increase gender diversity in hiring (50%), front-line management (40%) and leadership teams (30%)
9. Provide access to green electricity to 50M people⁶



GENERATIONS



10. Double hiring opportunities for interns, apprentices and fresh graduates²
11. Train people in energy management⁶



LOCAL



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



*Per Schneider Electric definition and methodology

Climate

FY 2023 Highlights



Our Zero Carbon Project helped suppliers **reduce operational CO₂ emissions by 27%**.



CPHI's Sustainability Pharma awarded our Energize program for **increasing access to renewable energy** in the industry.



Program launched with Intel, Applied Materials, and Google to **accelerate decarbonization of the semiconductor value chain**.



Our automation and process control solutions drove scaling Brilliant Planet's **algae-based carbon capture** for **global decarbonization efforts**.

Schneider Electric ranks in the **top position across ESG** ratings.



A Global 100
Most Sustainable Corporation

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

In the main ESG indices by
Moody's Analytics



Resources

FY 2023 Highlights



Partnered with ArcelorMittal **on low-carbon steel** to further reduce the environmental impact of our products.



World Economic Forum (WEF) recognized Schneider Electric's Hyderabad factory as a **Sustainability Lighthouse**.



Schneider's Shanghai "Waste-to-Resource" factory **eliminated 1.5 tons of hazardous waste** in one year.



80% of the cardboard in our primary and secondary packaging **is recycled cardboard**.

Schneider Electric leads in **sustainable procurement and innovation**.



Trust

FY 2023 Highlights



Recognized as Best Investor Relations in **ESG Information Quality award** at IRCliff Seminar for the third year in a row.



97.67% of shareholders supported Schneider Electric's decarbonization plan in the first **Say on Climate motion**.



Maintained **#1 ESCO (Energy Service Company)** position in 2023 Guidehouse Insights leaderboard.



Launched the Schneider **Sustainability School for partners** to support them in their journey to net zero.

Schneider Electric advances **ethical business** practices.



Equal

FY 2023 Highlights



Increased **healthcare access** in South Asia and Africa with solar solutions for medical centers serving **1.5 million people**.



Certified by the **Fair Wage Network** for ensuring all employees are valued and compensated fairly for their work.



Featured in 2023 **“Best Places to Work for Disability Inclusion”** List by Disability:IN, with an increased rating.



Celebrated as a **‘Lighthouse’ in Diversity, Equity & Inclusion** by the World Economic Forum in recognition of our efforts to promote care and inclusion and pay equity across our offices.

Schneider Electric supports **equality and inclusion** for all.



Generations

FY 2023 Highlights



Engaged students to find innovative solutions to reduce carbon emissions with the **UAE Youth Green Challenge**.



19,000+ students from more than 70 countries competed for a more sustainable future with **Bold ideas to Go Green**.



Trained **10,000 students** in Vietnam with renewable electricity skills as part of the **Youth Education and Entrepreneurship program**.



Raised **€40M** for Gaia Energy Impact Fund II, with Gaia Impact and Capital Croissance to support entrepreneurs in **decentralized renewable energy** in Africa.

Schneider Electric ranked among the **most attractive employers**.



Local

FY 2023 Highlights



Collaborated on the Enactus Core Program in **Mexico**, impacting over 400 universities and 60,000 students to foster entrepreneurial and social innovation skills.



Launched a first-of-its-kind industry collaboration with Compass Datacenters to create over 100 jobs in the **U.S.** and enable supply chain network integration.



Provided a pathway to accelerate decarbonization in **India and the Middle East** to support local transformation.



Provided rural electrification solutions to 90,000+ people in **North Africa**.



Switched our **China** operations' corporate fleets to 100% electric vehicles.

Schneider Electric *Foundation*

Over 100 foundation delegates and local employees mobilized globally for sustainable impact, supporting vocational training and mentoring initiatives, completing **17,000+ volunteering days** in 2023.

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 (#1 Impact revenues and #10 opportunities for the next generation), one program measured against a 2021 baseline (#7 Level of confidence to report unethical conduct), and one program measured against a 2022 baseline (#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 objective 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 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 2022, the Group obtained a “reasonable” assurance for SSI #8 and will progressively cover all externally assured KPIs with this new level of assurance.

Each year, the SSI performance impacts short-term incentives for the Group's executives and about 64,000 eligible employees, for 20% of the collective share.

se.com/sustainability

For further inquiries, please reach out to our Investor Relations team [here](#).

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