



Q2 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 & 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

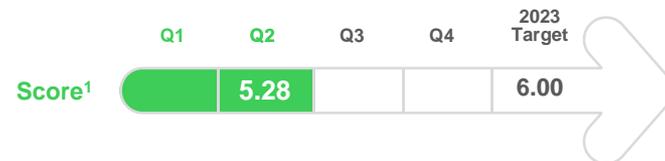
Harness the power of all **generations**

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

Q2 2023 Results



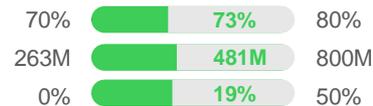
6 long-term commitments

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

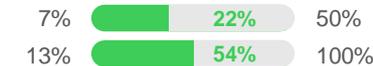
Baseline Q2 2023 2025 Target



RESOURCES



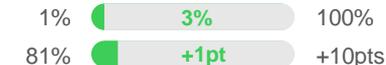
4. Increase green material content in our products
5. Primary and secondary packaging free from single-use plastic, using recycled cardboard



TRUST



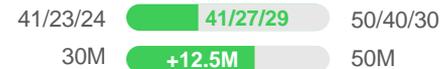
6. Strategic suppliers who provide decent work to their employees⁴
7. Level of confidence of our employees to report unethical conduct⁵



EQUAL



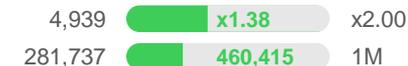
8. Increase gender diversity in hiring (50%), front-line management (40%) and leadership teams (30%)
9. Provide access to green electricity to 50M people⁶



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

Q2 2023 Highlights



11 iF design awards

received for our products - reflecting our dedication to circularity and innovation

TIME
100
MOST INFLUENTIAL
COMPANIES

Named one of the most influential companies for **cutting corporate emissions of customers**



Co-hosted the IEA's global conference to support governments and CEOs in **doubling energy efficiency by 2030**

greenyellow
smart energy solutions

Partnering with GreenYellow to make **affordable and accessible microgrid solutions** in Europe

ZeigoTM

by **Schneider Electric**

Launched new software ecosystem to **accelerate decarbonization** of small and medium size companies

Resources

Q2 2023 Highlights



Gartner®

Ranked No.1 on 2023 Global Supply Chain Top 25

after 8 consecutive years on the list



Schneider Electric
Sustainability School

Opening a **climate education and engagement platform** to support our partner network



Our site in Marconi becomes first **Canadian Zero CO₂ factory**, contributing to the country's commitment to accelerate towards net-zero



In China, 83% of packaging materials made with sustainable and recycled materials, thanks to collaboration across our value chain

Trust

Q2 2023 Highlights



Hosted virtual expert sessions on trust, emphasizing **our commitment to integrity and transparency** at every level of the business



Updated Duty of Vigilance plan with actions deployed to **prevent negative impacts on people and planet** within our value chain

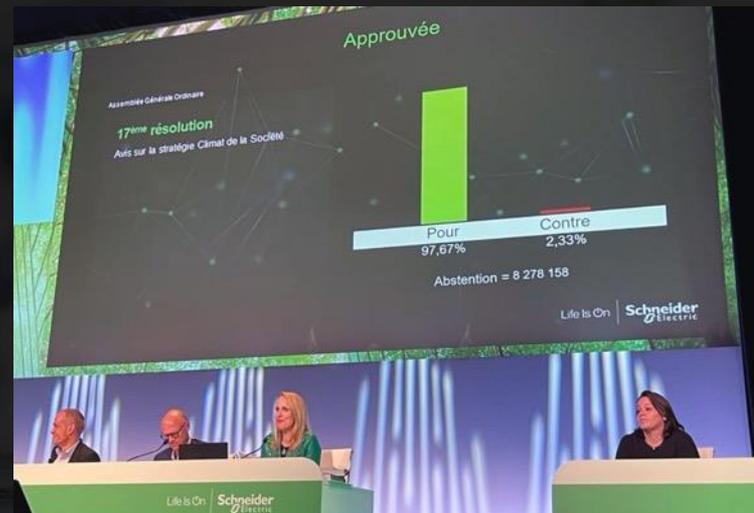


Most Innovative Companies 2023

Recognized for **building resilience and advantage through innovation** during uncertain times



Recognized for delivering **high-quality environmental, social and governance information** to all stakeholders



97.67%

shareholders votes demonstrated massive support in first Say on Climate motion

Equal

Q2 2023 Highlights



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



Updated workplace policy **ensures accessibility for all** beyond local requirements



Joined #WorkingWithCancer pledge to provide a **more supportive, open and recovery-forward** workplace culture



Provided **clean and reliable access to electricity** to 565 schools, impacting 100,000+ people in eastern rural India

Generations

Q2 2023 Highlights



Schneider Electric celebrates 10 years of sponsoring the Paris Marathon engaging

52,000 runners and 6,700 SE Green Runners



Training women in Turkey in energy management to assist in **sustainable reconstruction efforts**



Partnering with Brazil's apprentice service Senai to **train 74,000 people** in 30 schools across 10 states in 5 years



Organized a **multiday global event** focused on career development for all employees

Local

Q2 2023 Highlights



Contributing to the
**restoration of
Notre Dame
Cathedral,**

preserving both French and
world heritage with our
expertise and solutions



Corporate Knights names Schneider
Electric as Canada's **Top International
Corporate Citizen**



Addendum to the "Amrit Kaal: Path to
Developed and Decarbonized India"
report elaborates how to **achieve net-
zero emissions by 2047**



Top local publication in China,
Southern Weekly, recognized
Schneider Electric as a **top
advocator, practitioner and enabler
of sustainability** in the country

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 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 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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