

Schneider Sustainability

IMPACT

Our contributions to
accelerate sustainability
for all

Q3 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  **GOALS**

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Q3 2025 Results



6 long-term commitments

Score	Program Baseline ¹	Q3 2025	2025 Target	Program Ambition
CLIMATE				
	1. Grow Schneider Impact revenues ²	70% 0%	75%	80%
	2. Help our customers save and avoid millions of tonnes of CO ₂ emissions ³	263M 0	792M	800M
	3. Reduce CO ₂ emissions from top 1,000 suppliers' operations	0% 0%	53%	50%
RESOURCES				
	4. Increase green material content in our products	7% 0%	44%	50%
	5. Primary and secondary packaging free from single-use plastic, using recycled cardboard	13% 0%	83%	100%
TRUST				
	6. Strategic suppliers who provide decent work to their employees ⁴	1% 0%	89%	100%
	7. Level of confidence of our employees to report unethical conduct ⁵	81% 0%	85%	91%
EQUAL				
	8. Increase gender diversity in ⁶ : hiring (50%), front-line management (40%), and leadership teams (30%)	41% 0%	38%	50%
		23% 0%	32%	40%
		24% 0%	32%	30%
	9. Provide access to green electricity to 50M people ⁷	30M 0	60.6M	50M
GENERATIONS				
	10. Double hiring opportunities for interns, apprentices and fresh graduates ⁸	4,939 x1	x1.77	x1.8
	11. Train people in energy management ⁷	281,737 0	1,049,768	1M
LOCAL				
	+1. Country and Zone Presidents with local commitments that impact their communities	0% 0%	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

Q3 Highlights - 2025



At Climate Week NYC, Schneider Electric announced an expanded global program to help over 2,700 suppliers reduce Scope 1 and 2 emissions, **accelerating Scope 3 decarbonization through training, market insights, and collaborative renewable energy sourcing**



Schneider Electric and E.ON join forces to **build the energy grids of the future with SF₆-free switchgear** and digital solutions, combining sustainability, resilience, and innovation



By equipping Kiefer's 110MW photovoltaic park in Vathylakkos, Kozani (Greece) with advanced Schneider Electric technology, we helped **power 35,000 homes sustainably** while reducing CO₂ emissions by 150,000 tons annually



Schneider Electric secures its **first high-durability carbon removal deal** with Climeworks—also Climeworks' largest to date—to eliminate 31,000 tons of CO₂ and advance long-term Net-Zero goals



Schneider Electric launches **Zeigo™ Hub, a new AI-powered platform** that helps companies engage suppliers, track emissions, and drive measurable Scope 3 decarbonization across their supply chains

Resources

Q3 Highlights - 2025



Schneider Electric's Evreux site is named a Sustainability Lighthouse by the WEF for cutting energy use by 18%, reducing single-use plastic by 40%, and enabling large-scale product reuse through digital innovation



Schneider Electric has already electrified one third of its car fleet, surpassing its 2025 target and **advancing its EV100 commitment to clean mobility**



mySchneider portal now gives faster access to 14 key environmental attributes across 110,000+ products, **making sustainability data easier to find and use**



The city of Conroe, Texas is **boosting water resilience with Schneider Electric's EcoStruxure Automation Expert** across 19 plants, part of a \$50M upgrade to modernize infrastructure and protect against climate risks

Trust

Q3 Highlights - 2025



Schneider Electric launches Chapter 3 of its free Sustainability School, giving suppliers practical tools to decarbonize and **turn climate action into business advantage**



With **over 4,000 suppliers assessed under our Vigilance Program**, Schneider Electric ensures responsible sourcing and strengthens trust, transparency, and sustainability across its global supply chain

Schneider Electric is ranked **World's Most Sustainable Company by Sustainability Magazine**, leading global impact through supplier engagement and CO₂ reduction solutions



Schneider Electric is proud to be **one of 50 companies on Fortune's 2025 Change the World list**, recognized for turning sustainable innovation into measurable impact for people and the planet

Equal

Q3 Highlights - 2025



The Schneider Sustainability Research Institute's paper **Energy Poverty: And the many ways that safe, affordable, sufficient, and sustainable energy for all empowers** explores how distributed energy solutions like microgrids can drive inclusive change and give communities agency over their energy future



Schneider Electric and ARE launch the whitepaper *Advancing Gender Equality in the Renewable Energy Sector*, sharing strategies to promote **gender-inclusive solutions that boost community income and accelerate clean energy access**



Our **Climate Smart Village solution empowers rural farmers with reliable solar energy** for irrigation, lighting, and crop processing, while enabling them to grow food under solar panels and earn income from surplus electricity



Schneider Electric is proud to be **ranked among Asia's Top 100 Best Workplaces 2025**, thanks to our strong culture of inclusion, innovation, and collaboration that puts people first

Generations

Q3 Highlights - 2025



Each year, during one dedicated week, Schneider Digital Open Days offer employees over 100 expert-led sessions to **boost digital skills, explore innovation, and grow** their careers



Schneider Electric renews its partnership with ESCP Business School through the 'Digital Transformation for Sustainable Impact' chair, strengthening ties between academia and industry to **empower future changemakers**



Through its Senior Talent Program, Schneider Electric empowers experienced employees to shape their career paths, proving that **experience is a superpower for personal growth and collective impact**



Schneider Electric is proud to be **ranked #13 out of 600 companies on TIME and Statista's 2025 list of India's Best Companies to Work For**

Local

Q3 Highlights - 2025



Schneider Electric encourages a culture of giving back, leading employees to contribute **over 80,900 days of volunteering in their local communities** since 2017



Driven by a shared commitment to the planet, Schneider Electric employees joined forces with the NGO In The Same Boat (ITSB) to remove 2.4 tonnes of marine litter from remote islands along **Norway's** coastline



In **Hong Kong**, over 700 employees have embraced sustainability learning and exchange sessions since 2024, strengthening their understanding of global challenges and the vital role Schneider Electric solutions play in building a more resilient future



Through its partnership with Enactus **Egypt**, Schneider Electric is helping shape a more sustainable future by equipping over 9,000 young people, entrepreneurs and women with lasting skills in energy management and sustainability

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.

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