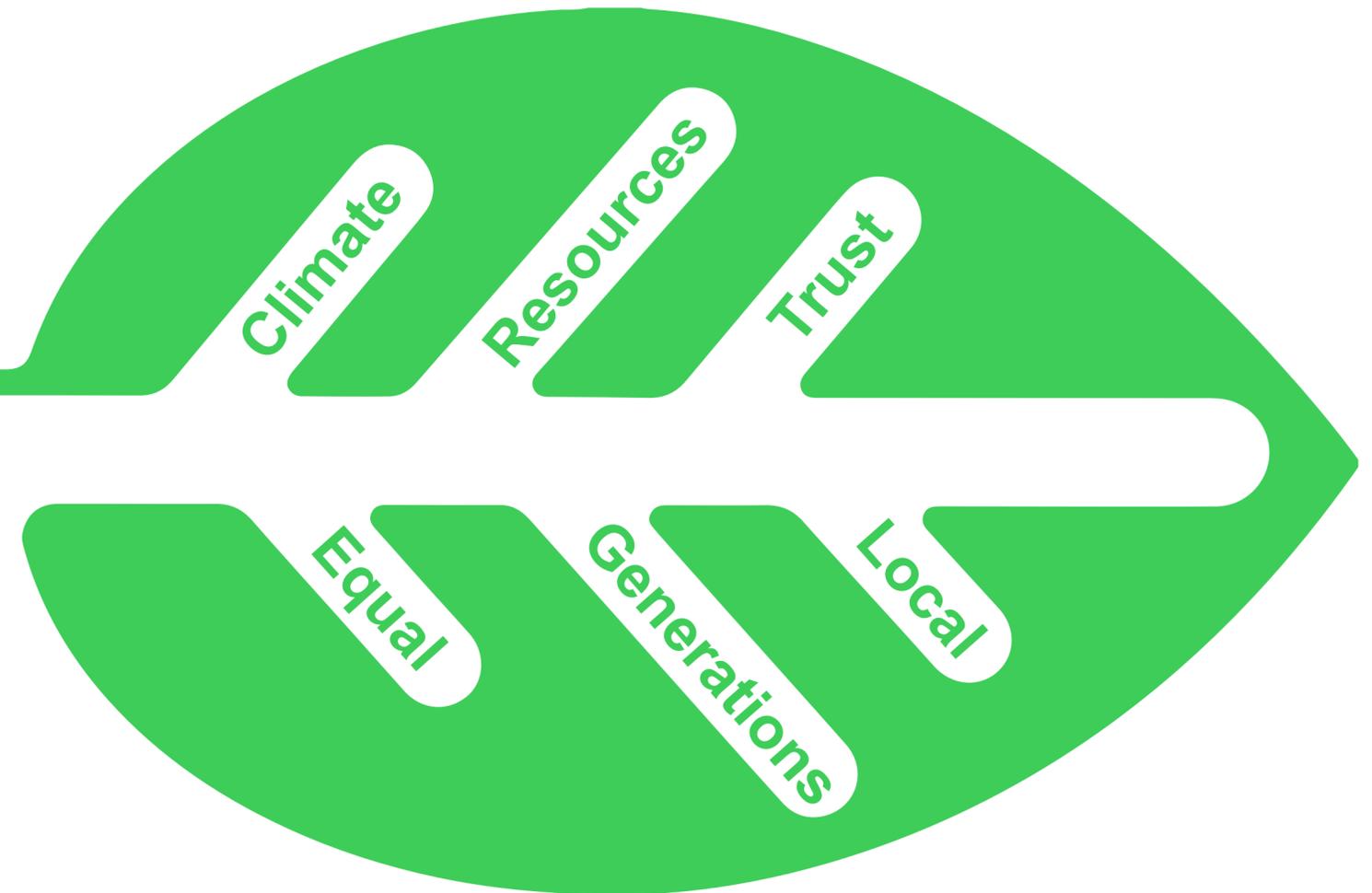


# Schneider Sustainability Impact

2021–2025 program



Life Is On

Schneider  
Electric

Our purpose is to

**empower all to make the most of our energy and resources**



**Olivier Blum**

*Chief Strategy & Sustainability Officer,  
Schneider Electric*

Schneider Electric and sustainability go a long way back. It has and will continue to be at the core of everything we do. In 2005, we were the first to monitor our impact on people, planet and profit with an industry-leading Sustainability barometer. Fast forward 15 years, we've saved our customers 120 million tons in CO<sub>2</sub> emissions and given about 30 million more people access to energy. And in 2021, Corporate Knights ranked Schneider Electric the World's Most Sustainable Company in their Global 100 ranking.

We are immensely proud to be a recognized leader for sustainable development. But recent years, if anything, have been a reminder that none of this is enough. With only 10 years to achieve the Paris Agreement and limit temperature rise to 1.5°C, we need to accelerate our sustainability efforts while giving more people access to energy and equal opportunities.

The new Schneider Sustainability Impact (SSI) 2021-2025 program aims to do exactly that. Dedicated to a better future for all, SSI contributes to each and every one of the United Nations Sustainable Development Goals. With 6 long-term commitments, we go even further for our environment, society and economy. Backed up by 11 global targets and accompanying local targets, they pave the way for a significant dual impact. Enabling us to drive action, not just through ourselves and our partners, but also for our customers and our local communities.

By keeping sustainability at the forefront of our business, we look forward to making this impact a reality—a reality where we continue to live up to our purpose: **to empower all to make the most of our energy and resources, bridging progress and sustainability for all.**



## 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 carbon pledge

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



# Act for a **climate** positive world

by continuously investing in and developing innovative solutions that deliver immediate and lasting decarbonization in line with our carbon pledge



## Targets by 2025

**80%**  
green revenue

**800 million tons**  
of CO<sub>2</sub> emissions savings for our customers (since 2018)

**1,000 top suppliers**  
to reduce CO<sub>2</sub> emissions by 50%

## Impact highlights



**10 years**  
in a row

On our way to  
**net-zero by 2030**  
THE Paris...  
CLIMATE 10 years  
PLEDGE Early





# Be efficient with **resources**

by behaving responsibly and making the most of digital technology to preserve our planet



## Targets by 2025

# 50%

green material content in our products

# 100%

of primary & secondary packaging will be free from single-use plastic and use recycled cardboard

## Impact highlights



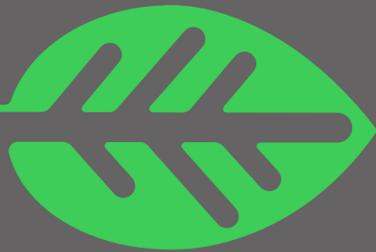
The first to assess our end-to-end **biodiversity** with Global Biodiversity Score



## Sustainable by design

we offer products and solutions that focus on

- Resource performance:** Optimizing resource efficiency throughout asset lifecycle
- Circular performance:** Cost-of-ownership optimization
- Well-being performance:** Going beyond regulatory compliance



# Live up to our principles of **trust**

by upholding ourselves and all around us to high social, governance and ethical standards



## Targets by 2025

# 100%

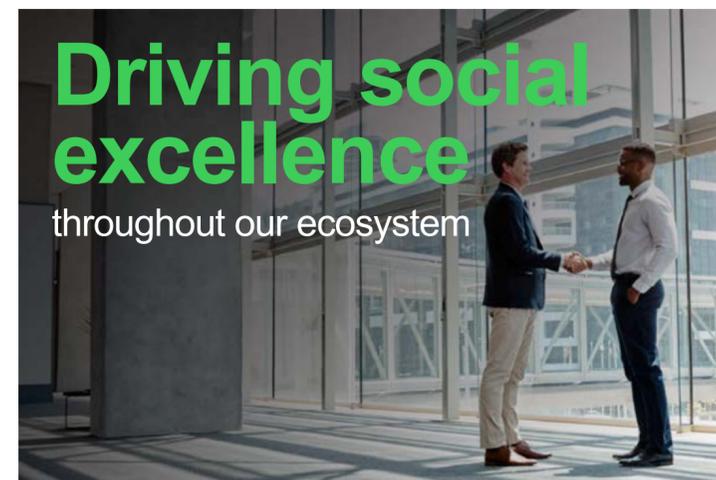
of our strategic suppliers will provide 'decent work' to employees, in line with International Labor Organization definition

We will measure the

## level of confidence

of employees to report behavior against our Principles of Trust

## Impact highlights



### Green Line

Global helpline for external concerns

### Red Line

Internal alert system for all employees



## Committed to full disclosure





# Create **equal** opportunities

by ensuring all employees are uniquely valued and work in an inclusive environment to develop and contribute their best



## Targets by 2025

We will increase gender diversity from hiring to front-line managers and leadership teams to

**50/40/30%** respectively

We will have provided **50 million** people with access to green electricity (since 2005)

## Impact highlights



**3 years in a row**

Long-standing champion of

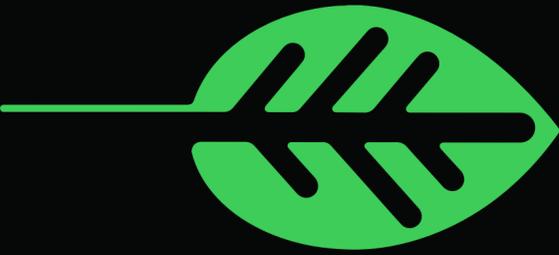


Top 50

**Diversity & Inclusion Leaders**

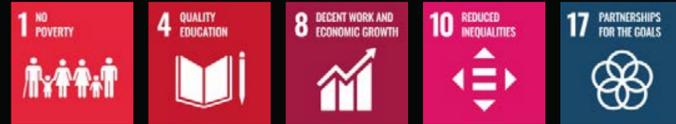
second year in a row





# Harness the power of all generations

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



Targets by 2025

## 2x opportunities

for the next generation with internships, apprenticeships and fresh graduate hires

## 1 million

underprivileged people trained in energy management

Impact highlights

### Investing in new ideas and young entrepreneurs

in clean tech with our Innovation at the Edge program

### Engaging over 117,000 students

in the global Go Green in the City contest to bring their bold ideas to life



Sharing our passion and expertise for energy with

### vocational training

that expands opportunities and careers



# Empower **local** communities

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



Targets by 2025

# 3 local commitments

# 100%

by **100%** of Country-Zone Presidents to make more positive contributions to their community, in line with our sustainability transformations

Impact highlights

73 NGOs in 67 countries supported by

## Tomorrow Rising Fund

benefited 1.5 million people



### Giving back to local communities

through our VolunteerIn initiatives



### Schneider Electric Green Runners

program encouraging everyone, everywhere to reduce their environmental footprint



2021–2025  
**SCHNEIDER  
 SUSTAINABILITY  
 IMPACT**

6 long-term commitments

11+1 targets for 2021-2025

**CLIMATE**



- 1 Grow our **green revenues** to **80%**
- 2 Deliver **800 million tons** of **saved and avoided CO<sub>2</sub> emissions** to our customers
- 3 Reduce **CO<sub>2</sub> emissions from top 1,000 suppliers' operations** by 50%

**RESOURCES**



- 4 Increase **green material content** in our products to **50%**
- 5 100% of our primary and secondary **packaging** is **free from single-use plastic** and uses **recycled cardboard**

**TRUST**



- 6 **100%** of our **strategic suppliers** provide **decent work** to their employees
- 7 Measure the **level of confidence** of our employees to report behaviors against our Principles of Trust

**EQUAL**



- 8 Increase **gender diversity**, from **hiring** to **front-line managers** and **leadership** teams (**50/40/30**)
- 9 Provide **access to green electricity to 50 million people**

**GENERATIONS**



- 10 **Create opportunities for the next generation** – 2X number of opportunities for interns, apprentices, and fresh graduate hires
- 11 **Train 1 million underprivileged people** in energy management

**LOCAL**



- +1 100% of Country and Zone Presidents define **3 local commitments** that impact their communities in line with our sustainability transformations

Learn more

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

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