

IMPACT
Company



Schneider Electric: our path to a sustainable future

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Energy production



solar



wind



Fossil fuels



water



nuclear

We make energy

Safe & reliable

Efficient

Connected



Sustainable

Resilient

Energy usage



industry



buildings



infrastructures



residential



data center

2022

34 Mld €

Revenue

5%

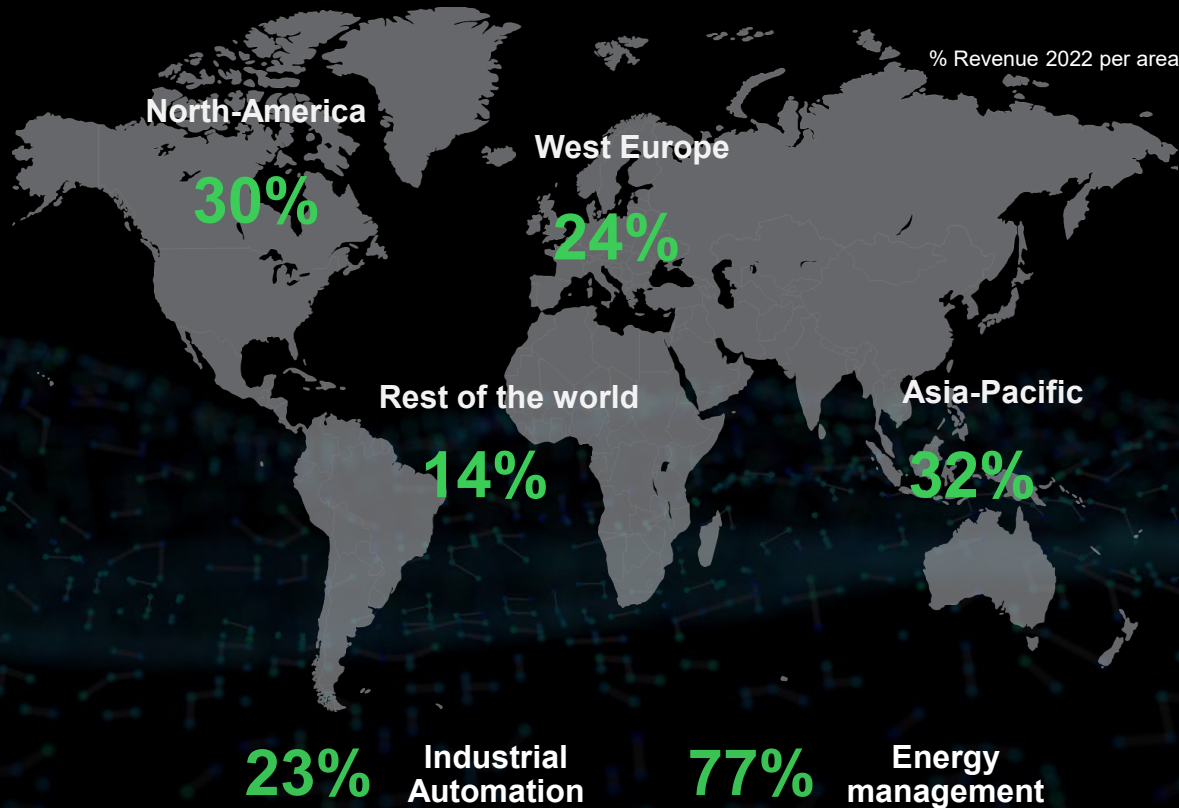
Revenue for R&D

128.000+

Peoples

100+

Country



- **8** Commercial area
-  **5** Industrial sites
-  **4** Innovation Hub
-  **1** Customer care
-  **1** Distribution center



+3.000
Employees

Taking Sustainability to the next level

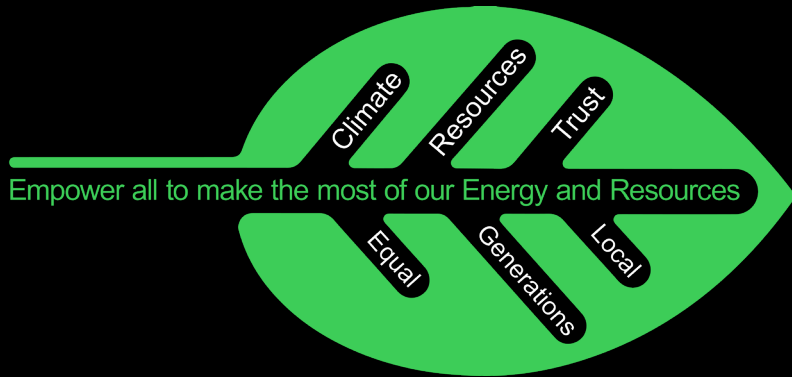
**Empower all to
make the most of our energy and resources,
bridging progress and sustainability for all.**

**Leading by example in
our ecosystem**



**Being part of the solution
for our customers**

6 Long-term Commitments



Act for a **climate** positive world

Be efficient with **resources**

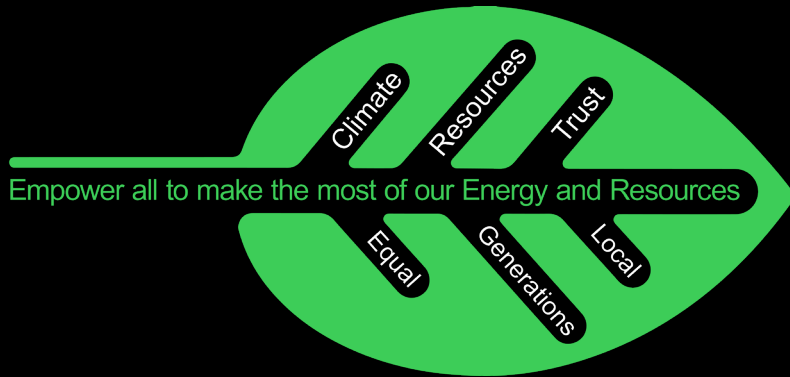
Live up to our Principles of **Trust**

Create **equal** opportunities

Harness the power of all **generations**

Empower **local** communities

Translating into 2025 Key Impacts & Essential Programs



11+1

2025 Key Impacts

2021-2025
SCHNEIDER
SUSTAINABILITY
IMPACT

25

Essential Programs

2021-2025
SCHNEIDER
SUSTAINABILITY
ESSENTIALS

2021-2025
SCHNEIDER
SUSTAINABILITY
 IMPACT

11
 Global Impact



1
 Local Impact

CLIMATE



- 1 Grow our **green revenues** to **80%**
- 2 Deliver **800 megatons** of **saved and avoided CO2 emissions** to our customers
- 3 Reduce **CO2 emissions from top 1000 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

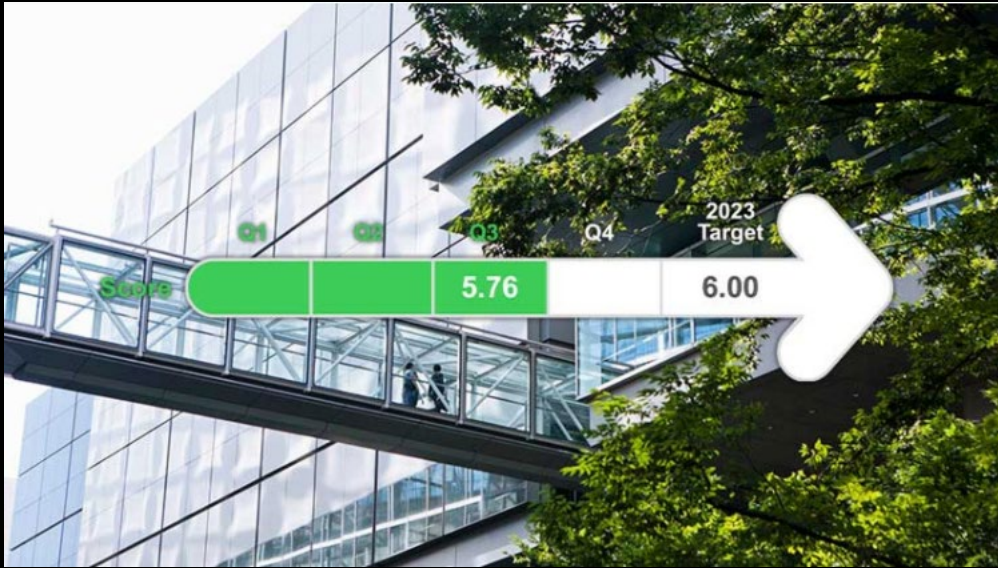


- 10 **Create opportunities for the next generation** –
 2X number of opportunities for interns, apprentices, and fresh graduate hires
- 11 **Train 1 million underprivileged people** in energy management

LOCAL



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





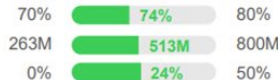
6 long-term commitments

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

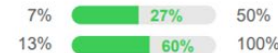
Baseline Q3 2023 2025 Target



RESOURCES



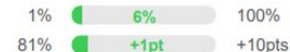
4. Increase green material content in our products
5. Primary and secondary packaging free from single-use plastic, using recycled cardboard



TRUST



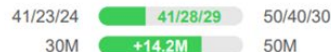
6. Strategic suppliers who provide decent work to their employees⁴
7. Level of confidence of our employees to report unethical conduct⁵



EQUAL



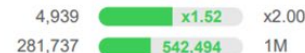
8. Increase gender diversity in hiring (50%), front-line management (40%) and leadership teams (30%)
9. Provide access to green electricity to 50M people⁶



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

¹ 2021 baseline 3/10, 2025 target 10/10

² 2019 baseline

³ cumulated since 2018

⁴ 2022 baseline

⁵ 2021 baseline

⁶ cumulated since 2009



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





Act for a Climate positive world

2025 Key Impacts

80%

Green Revenues

800 Megatons since 2018

CO₂ emissions saved & avoided for customers

1000 Top suppliers

Reduce CO₂ emission from their operations by 50%

Essential Programs

**Carbon
Pledge**



Carbon Pledge

Scope 1&2

25% absolute reduction across our entire value chain
and “Net-Zero ready” in our operations
(90% reduction of CO₂ emissions and removals for residual emissions)

2030



Scope 1-2-3

Net-Zero CO₂ emissions
across our entire value chain

2050



2025

Carbon neutral in our operations
(including CO₂ offsets)

Scope 1&2

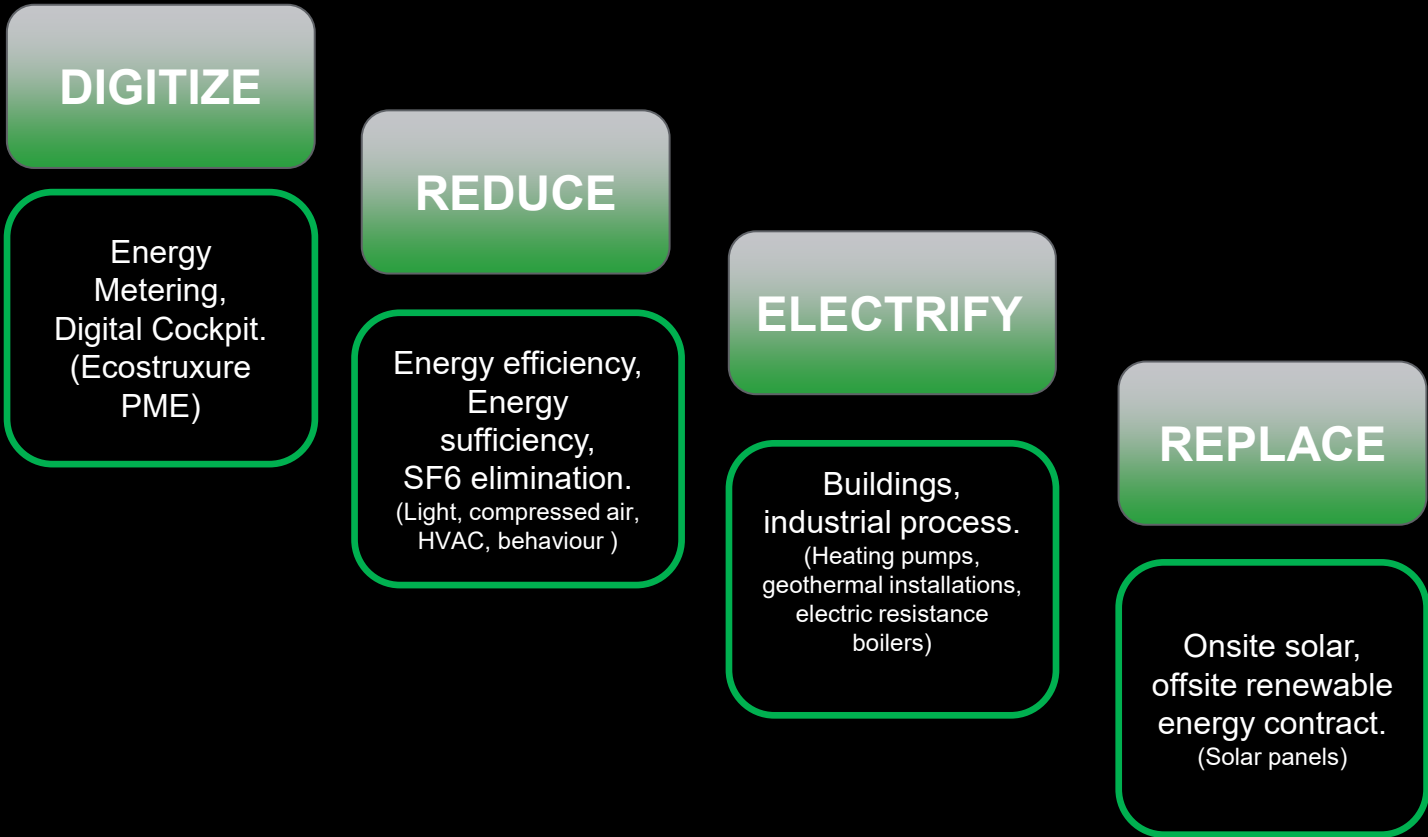
2040

Carbon neutral across our entire value chain
(including CO₂ offsets)

Scope 1-2-3

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4 Steps:



CO₂ emissions saved & avoided for customers example for PMI

Carbon footprint



Target



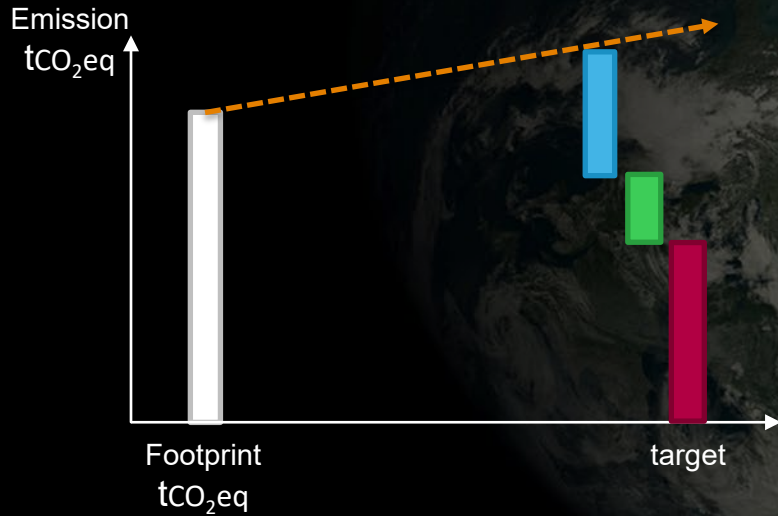
CO₂eq Projection



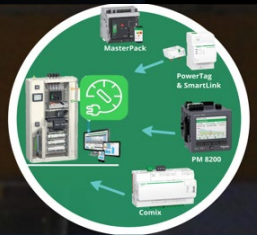
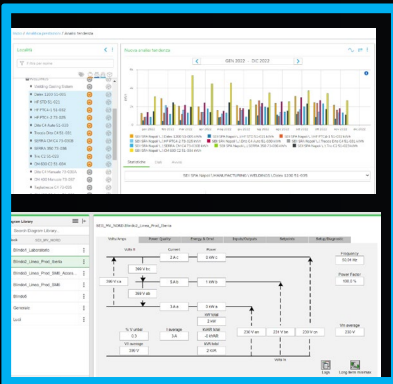
Energy Efficiency



Renewable Energy



Smart factory and smart building



People Counting
Exact real-time occupancy data with thermal imaging sensors for entrance.

Presence Detection
Motion detection through classical infrared sensors or through smart light sensors.

Light Levels
Color-aptly automatic measurement through smart light sensors.

Sound Levels
Intuitive sound level measurement with digital meter and microphone.

Callbook
Control with SmartLink Live Energy for integration of existing applications, like air heating.

Callings Temp and Humidity
Detect motion through infrared sensors, such as with color sensors when the room is empty.

Modular Part of CBS
Network integration sensor data with Building Management System (BMS).

Privacy
Uses Bluetooth Low Energy (BLE) instead of Wi-Fi for data transmission.

Flexibility
System is designed to be expanded as required and support coverage in a modular format.

Compatibility Insights
Capable of connecting with a wide range of IoT devices, including smart meters.

Smart Meeting Room Features: RP-C, Lighting module, Ring module, Light sensor, EcoSource Building Energy Mobile App.



Empower **Local** communities

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





Empower Local communities

2025 Key Impact

100%

Country and Zone Presidents define

3 local commitments

that impact their communities

In line with our sustainability transformations

Essential Programs

VolunteerIn

VOLUNTEERING

SOCIAL ENVIRONMENT



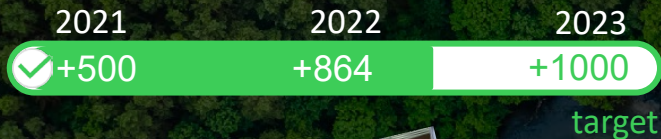
by promoting local initiatives and enabling individuals and partners to make sustainability a reality for all



2021 and 2022 Report FY

Local commitment: Volunteering

N° Employees involved



max 5%



5%

0%

Net satisfaction score 2021 and 2022
#SeGreatPeople



*Offices participated in 2021

Volunteering is the 2023 most relevant Engagement lever according to One Voice results



NEXT GENERATION

Innovazione

Schneider Electric: un progetto formativo per le scuole italiane

Protocollo di intesa con l'Istruzione per rafforzare competenze e futura occupabilità. Una proposta da realizzare negli istituti tecnici, professionali e Its

di Redazione Scuola

26 novembre 2021

14000 Students
trained both physical
and digital by
integrated Academies

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Schneider Electric: al via la nuova Accademia Digitale Integrata Industria 4.0

Percorso orientato al mercato e alle professionalità che le industrie italiane impiegano per la loro trasformazione digitale. Prima edizione fino al 16 dicembre

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14 dicembre 2022

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Università di Bergamo e Schneider Electric siglano l'accordo per progettare il futuro

Ricerca, didattica, formazione e orientamento per rafforzare la sinergia già consolidata. Sostenibilità, competenze multidisciplinari e digitalizzazione i temi guida della collaborazione

di Redazione Scuola

26 maggio 2023

Life Is On

Schneider
Electric