

SAY ON CLIMATE ASSESSMENT

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|  | <p>Country</p>  <p>France</p> | <p>Year</p> <p>2026</p> |
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| <p>Transparency rating Alignment with FIR recommendations</p> | <p>60% ↓</p> | <p>PERFORMANCE SCORE %</p> | <p>ACT ACCELERATE CLIMATE TRANSITION</p> <p>NARRATIVE SCORE A B C D E</p> | <p>Coming soon</p> <p>TREND SCORE</p> |
|--|--------------|--------------------------------|--|---------------------------------------|

Schneider Electric aims to be **Net Zero across its entire value chain by 2050** with **SBTi-validated targets for scopes 1, 2 and 3**. To achieve this, it aims to **reduce its emissions by 90%** across all Scopes and **offset the remaining residual emissions via carbon credits**.

The year 2026 marks the start of its new Schneider Sustainability Impact (SSI) targets set for 2030, thereby replacing the previous SSIs established in 2021 for the end of 2025. **The level of ambition for Schneider's decarbonisation levers has thus been strengthened in various respects, though they could benefit from greater clarity in certain cases.**

However, the transition **scenario used** for the **2030 scope 3 target** is based on the SBTi's **'Well-Below 2°C'** scenario, which implies a **steep reduction to meet the 2050 scope 3 reduction target**.

The **level of detail provided** by Schneider Electric on the various aspects of its transition plan (**the weighting of levers across scopes 1, 2 and 3, the 2026–2030 CapEx budget forecast, etc.**) is **appreciated** and allows for a **better understanding of the strategy they have put in place**.

SUMMARY

- ▶ [Assessment based on the FIR's analysis framework](#)
- ▶ [Assessment according to ACT](#)
- ▶ [FIR Recommendations Grid](#)
- ▶ [ACT assessment methodology](#)
- ▶ [ACT evaluation methodology for the generic sector](#)

As early as 2021, the **Forum for Responsible Investment (FIR)** called for the widespread adoption of robust Say on Climate (SOC) measures. Following an initial initiative in 2022, it co-signed [an open letter with 48 French and European signatories](#) in March 2023 and again in 2025, to encourage the development of SOC. At the same time, in 2022, the FIR began analysing the climate plans of French companies that put them to a shareholder vote. Having joined forces in 2023, the **FIR and ADEME** expanded their partnership in 2024 by working with **Ethos and the World Benchmarking Alliance** to analyse the transparency and performance of companies' climate plans, based on the **ACT methodology**. Once again this year, these organisations will work together to examine the climate plans of **European companies** submitted to a consultative shareholder vote at their general meetings in 2026.

The analyses will be published progressively in the run-up to their AGMs. As in previous years, the FIR wishes to **commend the efforts of companies that contribute to improving shareholder dialogue and encourages companies to repeat the Say on Climate exercise annually**.

SAY ON CLIMATE ASSESSMENT



Net Zero 2050 ambition
Net Zero target across the entire value chain by 2050
Schneider Electric plans to offset its residual emissions through carbon credits amounting to 10% of total emissions (vs 2021)

Reference scenario(s) used
Net Zero 2050 target across the three scopes validated by SBTi, with 1.5°C alignment for Scopes 1 and 2 from 2030
▷ Schneider Electric is basing its Scope 3 target for 2030 (a 25% reduction compared to 2021) on a 'Well below 2°C' scenario, which implies an ambitious reduction to achieve its 2050 target (a 90% reduction compared to 2021).

Current GHG emissions (2025 vs 2024)

| SCOPE 1 | SCOPE 2 (Market-based)* | SCOPE 3 Upstream | SCOPE 3 Downstream | SCOPE 3 |
|---|--|---|---|---|
| 100,309 tCO ₂ eq (vs 106,360) 0.2% | 23,849 tCO ₂ eq (vs 37,348) 0.1% | 7,755,860 tCO ₂ eq (vs 8,017,665 tCO ₂ eq) 12.7% | 52,825,419 tCO ₂ eq (vs 53,026,442 tCO ₂ eq) 87.0% | 60,581,278 tCO ₂ eq (vs 65,982,342) 99.7 |

Absolute reduction, including Scope 3, compared to 2024 and 2022 (date of the latest SOC).

○ Downstream Scope 3 emissions, which account for 87% of total emissions, have risen slightly since 2022. (52.8 MtCO₂eq vs 52.3 MtCO₂eq)

Short-term GHG emissions reduction target (before 2030)
▷ Targets set up to 2025 but no specific interim targets disclosed for the period between 2025 and 2030

Medium-term GHG emissions reduction target (between 2030 and 2040)
2030 targets validated by SBTi:
- A 76% absolute reduction in Scope 1 and 2 emissions compared to the 2021 baseline (i.e. 90% compared to 2017), with residual emissions offset using high-quality carbon credits. Aligned with a 1.5°C pathway
- Reduce emissions across its entire value chain (Scope 3) by 25% in absolute terms compared with 2021. Aligned with a pathway well below 2°C
▷ Scope 3 does not follow a 1.5°C pathway
▷ Significant offsetting of 24% of emissions compared to 2021 by 2030 for Scope 1 and 2.

Long-term GHG emissions reduction target (2050 or earlier)
2050 targets (vs 2021) validated by SBTi:
- Reduce absolute Scope 1 and 2 GHG emissions by 90%.
- Reduce absolute Scope 3 GHG emissions by 90%.
The company is committed to achieving Net Zero by 2050 by offsetting all residual emissions through carbon sequestration activities.

Measures in the action plan
Actions for 2030:
Scopes 1 & 2:
- Energy efficiency and conservation at sites: double energy productivity compared to 2005 (heat pumps, solar panels, thermal insulation, etc.)
- Electrification of sites (replacing fossil fuels with electricity)
- 100% renewable electricity supply (previous target: 90% renewable electricity supply)
- 100% electrification of the fleet (previous target: replacement of one-third of combustion-engine vehicles with electric vehicles by 2025)
- Reduction of SF₆ gas leaks (improved monitoring, phase-out plan)
- Replace at least 5% of the demand for conventional aviation fuel for their air transport with sustainable fuels

Scope 3:
- 50% of selected materials offering high environmental and ethical value (reduction in materials, improved energy efficiency)
- 100% of relevant SE software providing customers with advanced energy and carbon insights
- Phasing out SF₆ gas in products via the AirSeT range (vacuum and clean air insulation)

Next slide →

Key:
○ All criteria for achieving full marks have been met, but suggestions for improvement regarding transparency
▷ Shortcomings preventing the award of full marks

* Location-based: 409,343 tCO₂eq (vs 405,793)

Change in rating compared to the Say on Climate 2023 FIR analysis:

↑ Increase → Stagnation ↓ Decrease

SAY ON CLIMATE ASSESSMENT



- Commitment from 1,500 suppliers to a zero-carbon pathway (previous target: 50% reduction GHG intensity (Scopes 1 & 2) of the top 1,000 suppliers by the end of 2025 — target already exceeded with a 56% reduction)
- 1.5 billion MWh of energy saved or electrified thanks to their solutions between 2026 and 2030

Outlook for 2030–2050

Schneider Electric believes that its current decarbonisation levers should remain relevant and be scaled up between 2030 and 2050. New levers are expected to emerge thanks to technological innovations and improvements in the granularity of carbon accounting.

Carbon credits:

- From 2025: coverage of residual operational emissions (Scopes 1 & 2) via high-quality credits (Livelihoods LCF2 and LCF3 funds, VERRA and Gold Standard), in which Schneider Electric has been investing since 2011
- By 2030: full neutralisation of residual operational emissions (the 'Ready for Net-Zero' target)
- By 2050: neutralisation of all residual emissions (Net-Zero target)

- o The 2030 Scope 3 target for supplier engagement lacks precision compared to the previous target set for the end of 2025.

Alignment of CAPEX/OPEX investments

Eligibility and alignment with the European Taxonomy (2025)

92% of CapEx eligible and 24% of CapEx aligned with the EU Taxonomy, i.e. €689 million (out of a total of €2,837 million): 23% for climate change mitigation and 1% for the circular economy

2025 expenditure for the transition plan (company data):

CapEx: €55 million, of which €39 million for site electrification and €16 million for the phasing out of SF6 in products

OpEx: €63 million for the transition to SF6-free products

2026–2030 investment plan for the transition plan (company data)

Estimated CapEx: ~€300 million, of which approximately €270 million for the electrification of sites/fleet and €20 million to move towards SF6-free products

OpEx: ongoing investments in eco-design and the sourcing of low-carbon materials — deemed immaterial over the period

▷ The CapEx allocated to the transition plan in 2025 represents only 1.9% of Schneider Electric's total CapEx for the year 2025.

Remuneration

Remuneration of the Chief Executive Officer

The 2025 annual variable component is 20% dependent on the company's performance against the Schneider Sustainability Impact (SSI) targets. The 2021–2025 SSIs comprise 11 criteria, each carrying an equal weighting in this remuneration, including three dedicated climate criteria.

The 2025 long-term incentive plan is based 25% on carbon emissions reduction targets:

- 12.5%: carbon emissions target for Scopes 1 and 2 (Achieve carbon emissions of 100,000 tonnes of CO2 or less)
- 12.5%: carbon emissions intensity target for upstream Scope 3 (achieve a carbon intensity of 165g of CO2 or less per euro of turnover)

The 2026 annual variable remuneration is similar to that of 2025. The 2026 long-term incentive plan is similar to that of 2025 with one exception: instead of an absolute carbon intensity target for upstream Scope 3, it is proposed to use as a benchmark a target average annual reduction in upstream Scope 3 CO2 emissions per euro of turnover (carbon intensity).

▷ The Scope 3 reduction target applies only to upstream emissions, which account for 13% of total Scope 3 emissions (downstream Scope 3 emissions account for 87%); it is not an absolute emissions reduction target, and the difference in the baseline indicator between 2025 and 2026 could be made clearer;

▷ The climate criteria for the annual variable are diluted

Annual consultative vote on implementation

No information.

Consultative vote every three years on the strategy

No information, but a resolution had already been tabled in 2023.

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|--|---|-------------------|---------------------|-------------------|
| <p>Key:</p> <ul style="list-style-type: none"> o All criteria for achieving full marks have been met, but suggestions for improvement regarding transparency ▷ Shortcomings preventing the award of full marks | <p>Change in rating compared to the Say on Climate 2023 FIR analysis:</p> | <p>↑ Increase</p> | <p>→ Stagnation</p> | <p>↓ Decrease</p> |
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SAY ON CLIMATE 2026 EVALUATION GRID

Based on monitoring of FIR recommendations

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| Net Zero 2050 Ambition | Whether the stated ambition to contribute to carbon neutrality by 2050 is present, along with clear explanations of how this neutrality will be achieved The level of negative emissions is limited | The ambition to contribute to carbon neutrality by 2050 is stated and the explanations on how to achieve this neutrality are clear. The level of negative emissions is high or unclear. | Ambition stated but very unclear on how the company intends to achieve carbon neutrality (no long-term targets, the targets set are not credible, heavy reliance on offsetting, etc.) or no stated ambition for carbon neutrality by 2050 |
| Reference scenarios used | The company aligns its climate strategy with a 1.5°C warming scenario across all scopes and in the medium and long term | The company uses a reference scenario limiting warming to between 2°C and 1.5°C or 1.5°C for only part of its scope or only in the medium or long term | No reference scenario is explicitly mentioned, or the scenario(s) is/are not used to define the strategy |
| Current GHG emissions | Disclosure of greenhouse gas emissions in absolute terms; breakdown by scope; reduction in absolute emissions over the last three years | Insufficiently detailed disclosure of greenhouse gas emissions in absolute terms, or no justification provided for the increase in absolute emissions over the last three years | Lack of public data, or if the upward trend in emissions intensity and absolute emissions is poorly justified or not justified at all |
| Short-term GHG emissions reduction target | Whether the quantified emission reduction targets for before 2030, expressed at a minimum in absolute terms, cover all three scopes and are set in relation to the company's 1.5°C alignment pathway. This pathway has been scientifically validated. | If the quantified emission reduction targets for before 2030 do not cover the majority of the company's activities, or if these targets cover all activities but are on a trajectory between 2°C and 1.5°C | Lack of a quantified short-term emissions reduction target or unambitious short-term targets (reference year too distant, no absolute reduction, not scientifically validated, etc.) |
| Medium-term GHG emissions reduction target | If the quantified emission reduction targets for 2030, expressed at least in absolute terms, cover all three scopes and are aligned with a 1.5°C scenario. This trajectory has been scientifically validated | If the quantified emission reduction targets for 2030 do not cover the majority of the company's activities, or if these targets cover all activities but are on a trajectory between 2°C and 1.5°C | Absence of a quantified medium-term emissions reduction target or unambitious medium-term targets (reference year too distant, no absolute reduction, not scientifically validated, etc.) |
| Long-term GHG emissions reduction target | If the quantified emission reduction targets for 2050 or earlier, expressed at a minimum in absolute terms, cover all three scopes and are set in relation to the company's 1.5°C alignment trajectory. This trajectory has been scientifically validated | If the quantified emission reduction targets for 2050 or earlier do not cover the majority of the company's activities, or if these targets cover all activities but are on a trajectory between 2°C and 1.5°C | Lack of quantified long-term emission reduction targets or unambitious long-term targets (base year set too far in the past, no absolute reduction, not scientifically validated, etc.) |
| Measures in the action plan | Detailed measures for each scope of the company with sufficient detail, including short- and medium-term figures, enabling an assessment of the plan's alignment with the set targets | Detailed measures for each scope of the company, but the level of detail is insufficient to assess the degree of alignment with the set objectives (in particular, a lack of quantified measures) | Measures with little or no detail |
| Alignment of investments (OPEX / CAPEX) | Details the proportion of investments (OPEX and CAPEX) that contribute to meeting the set short- and medium-term objectives and explains how these investments enable the set objectives to be achieved | The information provided regarding the contribution of investments to meeting the set objectives does not make it possible to understand how the company achieves the set objectives | No investments contributing to the achievement of the stated objectives are specified |
| Remuneration | All variable components of executive directors' remuneration include at least one criterion that assesses the achievement of greenhouse gas emission reduction targets. The percentage of remuneration determined by this criterion is published; it represents a significant proportion (10% or more) | At least part of the variable component of executive directors' remuneration is subject to an undiluted criterion for reducing greenhouse gas emissions in line with the reduction trajectory defined by the company | The criterion incorporated into the remuneration of corporate officers relating to the reduction of greenhouse gas emissions is diluted, or does not follow the reduction trajectory defined by the company. Or there is no criterion linked to the reduction of greenhouse gas emissions in executive remuneration |
| Annual consultation on implementation | The company undertakes to consult shareholders annually on the implementation of the climate strategy | The company undertakes to consult shareholders on the implementation of the climate strategy in the coming years or is consulting for the second consecutive year or more | The company does not commit to consulting shareholders on the implementation of its climate strategy |
| Consultation every three years on the strategy | The company commits to consulting shareholders on its climate strategy at least every three years | The company commits to consulting shareholders on its climate strategy in the coming years or has done so for the second consecutive year or more | The company does not commit to consulting shareholders on its climate strategy |

Disclaimer:

The information and assessments presented here do not in any way constitute investment or voting advice. Each organisation determines individually the most appropriate way to use this information.

Furthermore, the information and assessments contained in this document reflect a judgement at the time these assessments were made and do not guarantee that the company's most recent information has been taken into account, as such information may have been published between the time of the assessment and the publication or consultation of this document.