



2023 Schneider Electric Modern Slavery Statement

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Purpose: This statement sets out actions taken by Schneider Electric SE and its subsidiaries (the Group) to assess and address modern slavery risks in its global operations and supply chain for the financial year starting January 1st, 2023 and ending December 31st, 2023, pursuant to applicable laws concerning modern slavery, including but not limited to the Modern Slavery Act 2015 (UK), the Australian Modern Slavery Act 2018 (Cth), the Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (CAN).

Reporting entities: This joint statement is prepared and submitted by Schneider Electric SE (RCS: 542 048 574, Nanterre, France) on behalf of the following reporting entities which are wholly owned subsidiaries:

- Schneider Electric Holdings (Australia) Pty Ltd (ACN: 105 310 781, Victoria, Australia) for the Australian Modern Slavery Act 2018 (Cth) ;

- Schneider Electric (UK) Ltd (Company Number: 1407228, England) for the Modern Slavery Act 2015 (UK) ;
- Schneider Electric Canada Inc., Schneider Electric Systems Canada Inc., Schneider Electric Solar Inc., Schneider Electric IT Corporation, and Schneider Electric IT Mission Critical Services Inc. for the Fighting Against Forced Labour and Child Labour in Supply Chains Act (CAN)

Schneider Electric SE has prepared this statement in consultation with the reporting entities listed above.

A joint statement has been prepared because these entities use the same policies and processes, operate in the same sector and have shared suppliers. This also applies to the subsidiaries and affiliates that Schneider Electric SE owns or controls.



Cross reference table:

UK Modern Slavery Act Reporting Criteria	Australian Modern Slavery Act Reporting Criteria	Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act Reporting Criteria	Section
<ul style="list-style-type: none"> Organization's structure, its business and its supply chains 	<ul style="list-style-type: none"> a. Identify the reporting entity b. Describe the structure, operations and supply chains of the reporting entity 	<ul style="list-style-type: none"> Organization's structure, its business and its supply chains 	<ul style="list-style-type: none"> 1. Business & Organizational Structure - p. 3
<ul style="list-style-type: none"> Parts of the organization's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk 	<ul style="list-style-type: none"> c. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls 	<ul style="list-style-type: none"> Parts of the organization's business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk 	<ul style="list-style-type: none"> 2. Modern Slavery Risks - p. 7
<ul style="list-style-type: none"> Organization's policies in relation to slavery and human trafficking Its due diligence processes in relation to slavery and human trafficking in its business and supply chains The training about slavery and human trafficking available to its staff 	<ul style="list-style-type: none"> d. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes 	<ul style="list-style-type: none"> Organization's policies and its due diligence processes in relation to forced labour and child labour The measures taken to remediate any forced labour or child labour The measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains The training provided to employees on forced labour and child labour 	<ul style="list-style-type: none"> 3. Schneider Electric Policies to address modern slavery p. 8 4. Governance p.9 5. Due Diligence & Supplier Acknowledgements p. 10 6. Supplier Excellence Programs p. 14 7. Training & Awareness p.15 8. Whistleblowing & remediation actions p.16
<ul style="list-style-type: none"> Organization's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate 	<ul style="list-style-type: none"> e. Describe how the reporting entity assesses the effectiveness of such actions 	<ul style="list-style-type: none"> How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains 	<ul style="list-style-type: none"> 9. Modern Slavery programs Effectiveness - p. 17
			<ul style="list-style-type: none"> 10. 10. Working together in an effort to eradicate forced labor - p. 18
	<ul style="list-style-type: none"> f. Describe the process of consultation with <ul style="list-style-type: none"> i) Any entities that the reporting entity owns or controls ii) In the case of a reporting entity covered by a statement under section 14 – the entity giving the statement g. Include any other information that the reporting entity, or the entity giving the statement, considers relevant 	<ul style="list-style-type: none"> Approval and attestation 	<ul style="list-style-type: none"> 11. Process of Consultation - p. 19

¹ A list of principal entities is set out in Schneider Electric's 2023 Annual Report.

1. Business & Organizational Structure

Schneider Electric is the global specialist in energy management and industrial automation. Our purpose is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. At Schneider Electric, we call this Life Is On.

1.1. Organizational Structure

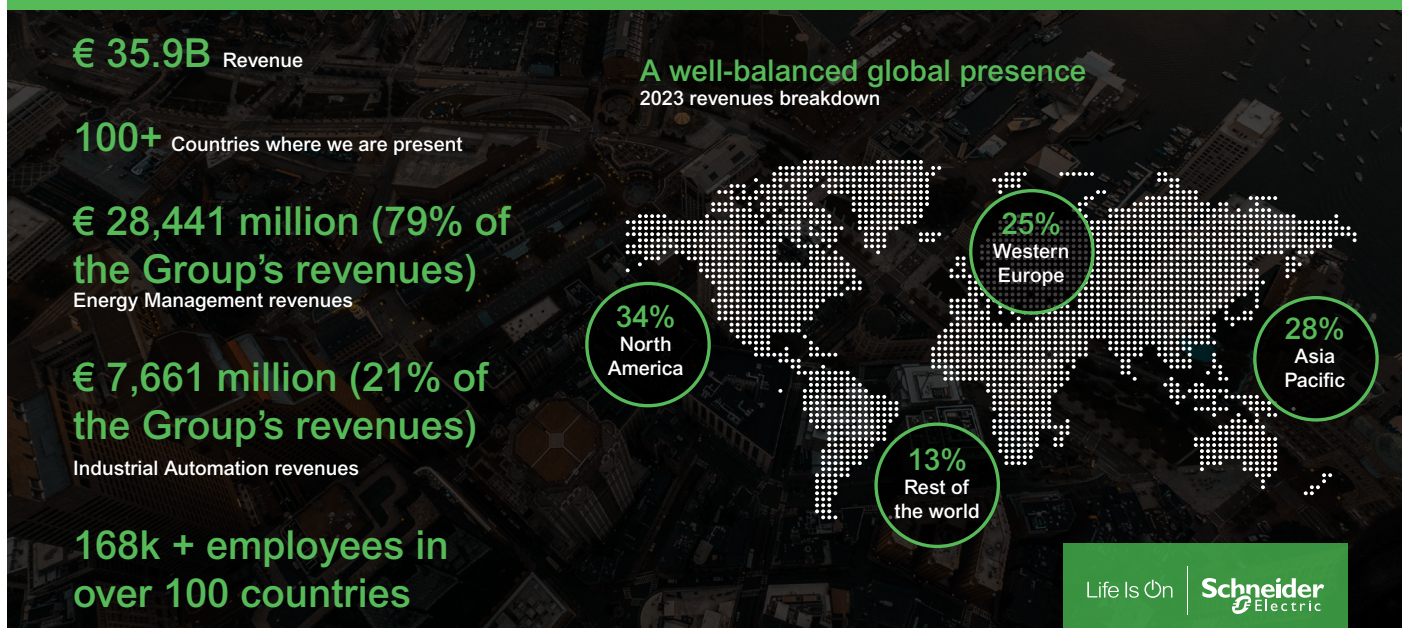
Schneider Electric carries out its business operating primarily through the Schneider Electric brand. Schneider Electric SE, the ultimate holding company of the Schneider Electric Group, is publicly traded on the Euronext Exchange, and its registered office is located in Rueil-Malmaison, France. Our

multi-hub operating model is built across four decentralized hubs: Paris for Europe, Hong Kong for Asia, Boston for North America, and most recently, India.

Schneider Electric operates in more than 100 countries, with its largest operations by headcount in the United States, China, Mexico, India, France and Germany. We are the most local of global companies. Our proximity to our customers enables us to better understand, anticipate and adapt with agility to support business continuity with high ethical standards in everything we do. In 2023, Schneider was again named one of the World's **Most Ethical Companies** by the Ethisphere Institute for the 13th time.

Details of the Schneider Electric Australian entities covered by this Modern Statement are set out in Appendix A. Details of the Schneider Electric Canadian entities covered by this Modern Statement are set out in Appendix B.

Schneider Electric leads the digital transformation of Energy Management and Automation



1.2. Operations

Schneider Electric operates primarily through the Schneider Electric brand. Our mission is to be the digital partner of our customers for Sustainability and Efficiency. We serve them by developing innovative products and solutions that simplify the lives of those who use them. We bring together our expertise and solutions to drive new possibilities for efficiency and savings.

As the global specialist in energy management and automation, we are committed to worldwide improvement in connectivity, sustainability, efficiency, reliability and safety in four primary end markets: data centers, buildings, industry and infrastructure. Our intent is to make sure that Life is On for everyone, everywhere and at every moment with our technology.

Schneider Electric operates globally through the following segments:

- The **Energy Management** business leverages a complete end-to-end technology offering enabled by EcoStruxure. It is composed of the following divisions: Home & Distribution, Power Products, Power Systems, Digital Energy and Security Power;
- The **Industrial Automation** business comprises industrial automation and industrial control activities, across discrete, process, and hybrid industries. It is composed of the following lines of business: Industrial Control & Drives, Process Automation and Machine Solutions.
- The **Operations** segment offers and supports the various solutions and services offered by the Energy Management and the Industrial Automation businesses regionally. The organizational structure is as follows: France Operations, Europe Operations, North America Operations, International Operations and China and East Asia Operations;
- The **Global Functions** support in specific areas of expertise, including Finance, Human Resources, Marketing, Supply Chain, Governance, Digital, and Strategy & Sustainability.

In each of these operating segments, Schneider Electric employs workers, consistent with all applicable labor and employment laws and regulations.

Schneider Electric is committed to taking urgent action to cocreate a brighter future aligned with the [United Nations Sustainable Development Goals \(SDGs\)](#). To implement these goals, amongst other things, we live up to our principles of Trust, by upholding ourselves and all around us to high social, governance, and ethical standards. Schneider Electric measures its holistic sustainability performance through two dashboards called Schneider Sustainability Impact (SSI) and Schneider Sustainability Essentials (SSE). By tracking its sustainability performance, Schneider Electric upholds its commitments to the SDGs and industry leadership in corporate social responsibility.



For further details on our business and organizational structure, please see the latest annual report available at: <https://www.se.com/ww/en/about-us/investor-relations/regulatory-information/annual-reports.jsp>

1.3. Employees

Schneider Electric employs 168,000+ employees globally. All employees are bound by the Trust Charter, Schneider Electric's Code of Conduct and related policies such as the Human Rights Policy, and are expected to abide by their principles. These principles are reinforced through a training for all employees called Schneider Essentials, to ensure that all employees understand what is expected of them and what to do in the event they suspect wrongdoing.

1.4. Supply Chain

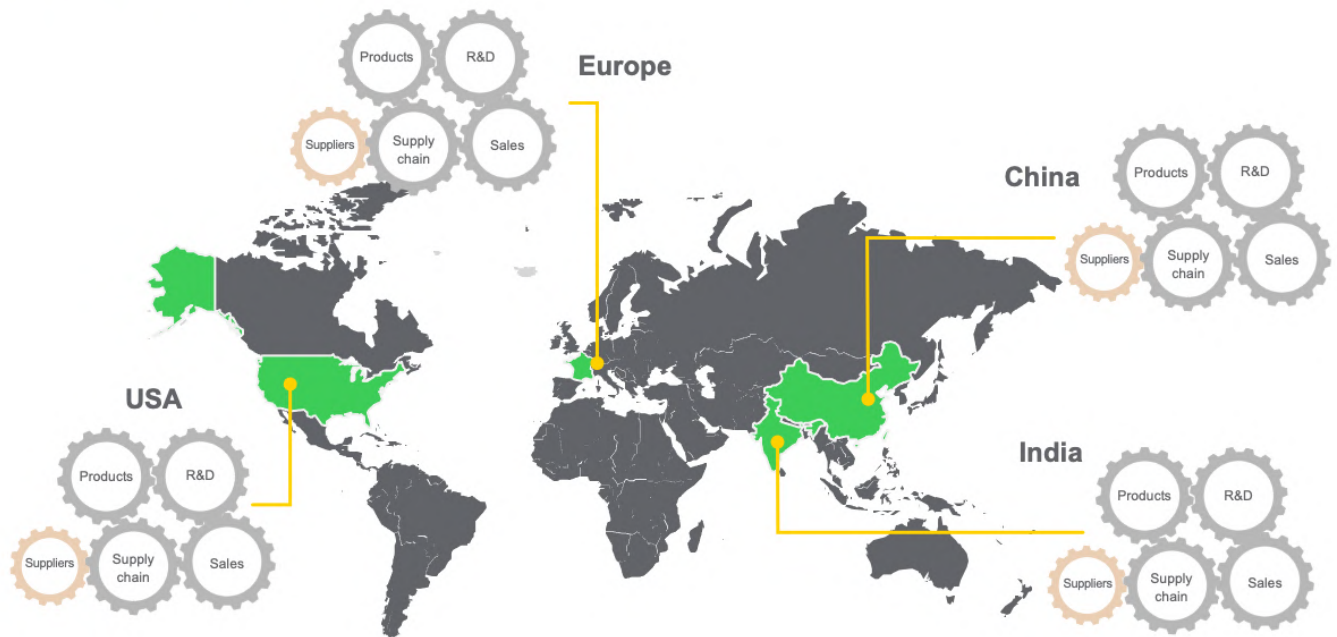
Schneider Electric purchases goods and services from a vast global network of -suppliers covering the end-to-end value chain globally. Our supplier arrangements range from one-off purchases to multi-year, large value strategic relationships governed by master agreements, focused on co-innovation and quality.

Every day, over 80,000 employees in our supply chain organization work to deliver to our customers across 17 segments and personas: sourcing from 53,000 suppliers overall, making our products in 153 factories in 38 countries, and delivering 164,000 order lines a day from our 79 distribution centers. Schneider Electric's procurement volume represents approximately €17.5 Billion. As the most local of global companies, Schneider is looking to increase its sourcing to up to 90% within the respective selling region.

Suppliers are selected according to the "Schneider Electric Supplier Quality Management" system, which includes sustainable development criteria. These criteria include human rights topics.

Our Supply Chain has been recognized as the **Best Sustainable Supply Chain Organization**, placed 1st in the Gartner Supply Chain Top 25 and listed in the top five for the fourth consecutive year, and several of our Smart Factories have Sustainability and Advanced Lighthouse recognition from the World Economic Forum.

The most local of global companies



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2. Modern Slavery Risks

Schneider Electric operates in a complex and rapidly evolving global environment. In this context, the Group works to proactively identify potential modern slavery and broader human rights risk areas across its operations and supply chains, as part of its Vigilance Plan.

Schneider Electric understands “modern slavery risks” as meaning the potential for its business to cause, contribute or be directly linked to modern slavery. It also assesses modern slavery risks using the lens of “risk to people” in addition to risk to its business.

The level of modern slavery risk in Schneider Electric’s operations and supply chains is influenced by a range of factors, including geographic, sector and product specific factors. These considerations are factored into its risk assessment processes.

Our methodology is consistent with other risk evaluations performed at group level but focuses specifically on the risks Schneider Electric or its direct business partners may put on the environment or people. The matrix is updated every year.

The scope spans the width of Schneider Electric, and all its subsidiaries and majority-owned joint ventures. For the Group’s suppliers and contractors, the risk assessment methodology also takes into account their geographic location, as well as the type of industrial process or technology used.

2.1. Risk Methodology






















In 2019, Schneider Electric developed a specific Vigilance risk matrix covering management of risks related to Human Rights, Environment, Business Conduct, Offer Safety and Cybersecurity. Modern Slavery risks are covered under the Decent Workplace risk category of this matrix.

2.2. Risk Location

The risk evaluation scales from 1 - Non-Existent to 5 - Very High. Based on this risk evaluation, no very high risks regarding Decent workplace were identified.

Schneider Electric 2023 vigilance risk matrix

The risk matrix below summarizes Schneider Electric’s risk analysis

 Very high risk  High risk  Medium risk  Low risk	Schneider Electric sites							Suppliers							Contractors		Communities	
	Office	Travelers, sales force	Factories low voltage and electronics	Factories medium voltage	Project centers	Field services	Travels and hospitality	Transportation and shipping	Raw materials	Metal transformation and treatment	Plastics	Batteries	Other components	On Schneider Electric sites	Off site and projects execution	Around Schneider Electric sites	Around customers project sites	
Human rights	Decent workplace																	

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3. Schneider Electric policies to address modern slavery

One of the Group's cornerstone values is the commitment to ensure that the company operates in an ethical, sustainable and responsible manner worldwide. Schneider Electric has a zero-tolerance approach to any form of human rights abuses, including modern slavery, and is committed to having in place effective systems and controls to prevent any form of modern slavery taking place within its business or supply chain.

Global ecological, technological and geopolitical disruptions bring new challenges such as risks of forced labor, undecent wages, migrant workers abuses, or unethical AI. As a global company operating in over 100 countries, Human Rights have been a main priority for a long time. Schneider Electric's ambition goes beyond compliance with existing regulations.

3.1. Trust Charter, Schneider Electric's Code of Conduct

Schneider Electric's code of conduct, the Trust Charter, embodies its commitment to ethics, safety, sustainability, quality, and cybersecurity. As trust fuels empowerment, each section of the charter states clear do's and don'ts and provides clear references to relevant policies and procedures, which are adapted to meet local legal requirements when necessary. It includes in particular all prohibitions against forced, bonded or compulsory labor, human trafficking or other kinds of slavery, at all times.

In the section "Act as good corporate citizens" of its Trust Charter, Schneider Electric expresses that the company believe in dignity, respect, fairness and protecting the most vulnerable from abusive working conditions, including child, forced or other improper labor. The Group monitors and evaluate its supply chain to ensure that everyone involved has safe working conditions, decent working hours and can earn a minimum living wage. This Code of Conduct applies to everyone working at Schneider or any of Schneider's subsidiaries, and the Group expects its suppliers, subsidiaries and customers to act similarly for the respect of all Human Rights.



3.2. Human Rights Policy

Schneider Electric's Human Rights Policy states Schneider Electric's position on Human Rights and the rules applicable to its daily operations and subsidiaries. The company also helps its business partners to upgrade their own standards.

The second version of its Human Rights Policy was published in 2022, and includes eight new topics:

- respect and dignity,
- human rights in cyberspace,
- migrant workers,
- conflicts minerals,
- intergenerational solidarity,
- human rights activities within the Group's supply chain,
- civic space and human rights defenders, and
- access to a healthy environment.

The Policy is available in 9 languages.

In 2023, the Group decided to create an internal migrant workers guidelines guided by the "Dhaka Principles for migrating with dignity". The document provides a frame that will help Schneider Electric's teams, as well as partners such as recruitment agencies, to ensure that any migrant worker related to Schneider Electric is protected from any abuse or malpractices.

4. Governance

Schneider Electric has set up a dedicated 'Duty of Vigilance Committee' to oversee the deployment of its Vigilance plan to the best standards, which covers modern slavery risks. The strategic part as well as its measurement, its full deployment and the coordination is led by the Corporate Citizenship Department, composed of Human Rights experts and supported by Human Resources, Global Supply Chain departments as well as representants from key countries, the internal audit team and the Ethics & Compliance department.

Duty of Vigilance Committee

Set up in 2017, this steering committee meets twice a year in normal circumstances. Overall, since the creation of this instance, 17 Committee meetings have been held (five in 2017 for its launch, and two each year since 2018). The Committee's objective is to review strategic orientations, to prioritize initiatives and allocate the resources necessary for their implementation. This Committee also reviews the actions in progress and measure their results.

Management Commitment

The Vigilance plan is also based on management commitment (called "tone from the top"), which makes it effective. Top management sets the standards and promotes a culture of respect regarding Human Rights throughout the Group and its operations. In addition, middle management walks the talk by complying with rules, spreading the right message in their teams, and supports reporting of misconducts.



Composition of the Duty of Vigilance committee:

Chairman	Management	Experts
<ul style="list-style-type: none"> Executive Vice President Global Supply Chain (Executive Committee member) 	<ul style="list-style-type: none"> Senior Vice President (SVP), Sustainability SVP Corporate Citizenship SVP Global Safety and Environment SVP Global Procurement SVP Sustainable Supply Chain & Safety SVP Global Customer Projects SVP Human Resources SVP Ethics & Compliance 	<ul style="list-style-type: none"> Environment Performance Measurement (1) Sustainable Procurement (2) Human Rights (2) <p>Other experts depending on specific needs</p>
Duty of Vigilance Coordinator, SVP (1)		

(X) number of persons concerned

5. Due Diligence and Supplier Acknowledgments

Third-party relationship management programs are complex as each third party presents multiple risks and different oversight functions need to be consulted to perform individual risk due diligence assessments.

5.1. Compliance Terms, Conditions & Supported Documentation

To communicate its expectations and manage the relations with suppliers, Schneider Electric is using the following documents:

General Terms and Conditions: Our approach is formalized by the General Procurement Terms and Conditions that have to be applied by all suppliers.

Supplier Guide Book: This document has been designed to provide Schneider Electric's suppliers an overall view of how the Group intends to drive the relationship in a mutually demanding and collaborative mindset, set expectations and define commitments. We expect our suppliers to commit to and implement business practices with full respect to the environment, human rights, health, safety, decent work conditions, and fair business standards.

Supplier Code of Conduct: Schneider joined the Responsible Business Alliance (RBA) in 2018. Schneider is applying a similar and aligned Code of Conduct. This document, which is applicable to all suppliers of the Group, includes a specific part on Freely Chosen Employment which states that "Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used."

5.2. Mergers & Acquisitions

Mergers & Acquisitions (M&A) operations represent risks for the Company. A specific process and guidelines were put in place to ensure full compliance of M&A operations with anti-corruption, export control regulations and human rights risk. In 2023, they were updated to identify, manage, and mitigate those risks at the earliest possible stage. Guidelines aim to cover the very first steps of identifying potential targets, what to look out for in data-rooms, when and how to interview personnel at the target entity, and finally how the Group plans to integrate the acquired entity through dedicated Trust Standards.



5.3. Supplier Vigilance Program

5.3.1. Audit plan for suppliers identified “at risk”

Schneider Electric has built a supplier vigilance plan in which a risk analysis of its suppliers is conducted with the help of a recognized third-party expert mapping tool available through the Responsible Business Alliance (RBA). All tier 1 suppliers are assessed with this tool (53,000+) and the methodology is refreshed every year. To that regard, Schneider Electric is fully aligned with the framework developed and shared by the RBA (36 questions on Human Rights and decent workplace).

Based on this analysis, the Group identified 1,400+ “high risk” suppliers in 2023 and the 2021-2025 overall ambition (SSI) is to cover 1,000 suppliers through on-site audits, directly or through third parties, and 3,000 through a remote assessment, from a 2018 baseline. This KPI is published annually in Schneider Electric Universal Registration Document, and is externally assured each year by a third party verifier (Ernst & Young in 2021 and PwC in 2022 and 2023).

Since 2018, Schneider Electric conducted 1,014 on-site audits at the end of 2023 (with 374 audits for the period 2018-2020, 205 in 2021, 223 in 2022 and 212 in 2023) and has closed 97% of 2022 non-conformances and 36% for 2023 non-conformances. Schneider Electric's approach is to help suppliers remediate the issues by sharing good practices and providing them with guidance and training.

Overall, the resolution of these non-conformities has allowed to improve the working conditions for the employees of these suppliers. Although this is a rough estimate, we estimate that 320,000 employees have seen their working conditions positively impacted by the Supplier Vigilance program.

Regarding the remote self-assessment for 3,000 suppliers, after an initial pilot test, a large-scale launch was made in second half of 2021. 624 ; 657 and 953 suppliers respectively in 2021; 2022 and 2023 had submitted answers. Procurement teams review answers to identify suppliers where on-site audits need to be triggered. Accordingly, few suppliers were audited and some with non conformities to be closed.

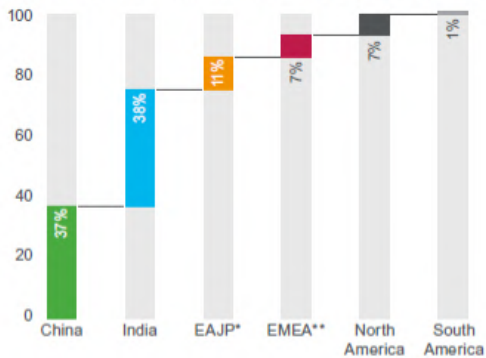
5.3.2. Supplier audits results

Results of on-site audits suppliers' audits are compiled and reported every year. Most non-conformance in 2023 were related to health and safety, labor standards and management systems (34%, 26%, and 21% respectively). Graph 3 provides the breakdown of non-conformances by topic and graph 4 by geography. For the most serious non-conformances, each case is escalated is to the Chief Procurement Officer level. An analysis of the 114 “top priorities” raised in 2023 shows the following issues are the most recurring:

- Labor standards (60% of top priority non-conformance issues): lack of respect of working time and resting days (time measurement systems are often insufficient); and wages for regular and overtime hours correctly calculated and paid to all workers.
- Health and safety (25% of top priority non-conformance issues): insufficient fire alarm and protection systems; and appropriate controls for worker exposures to chemical, biological, and physical agents.
- Environment and management systems (15% of top priorities): insufficient waste management and pollution prevention systems.



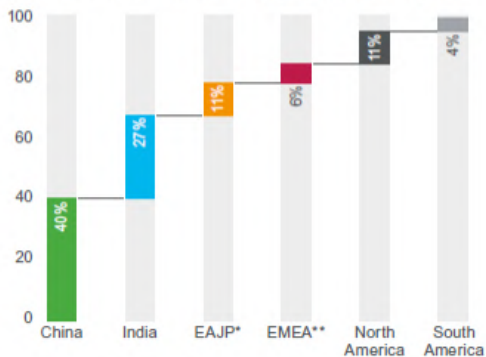
% Risky suppliers identified in 2023 by geography – Graph 1



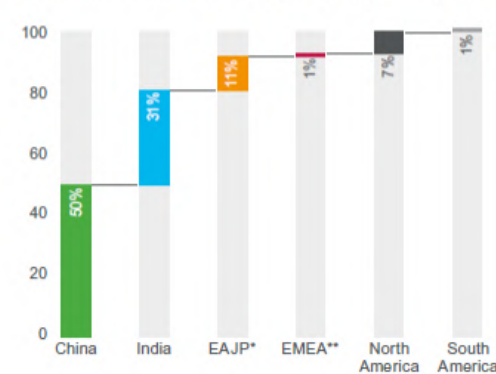
% Non-conformances in 2023 by topic – Graph 3



% Audits carried out in 2023 by geography – Graph 2



% Non-conformances in 2023 by geography – Graph 4



*EAJP: East Asia Japan Pacific
**EMEA: Europe Middle East Africa

In 2023, within the scope of the 2021-2025 SSE objective #17 (4,000 suppliers assessed under our 'Vigilance Program'), the Group conducted 212 on-site audits and 953 remote self-assessments.

Trust SSE #17

4,000 suppliers assessed under our
'Vigilance Program'

Baseline **374**

2022 Progress **3,248**

2025 target **4,000**

For further details on our Supplier Vigilance Program, please see the latest annual report available at: <https://www.se.com/ww/en/about-us/investor-relations/regulatory-information/annual-reports.jsp>

5.3.3. Conflict Minerals Compliance Program

Schneider Electric has identified specific social and environmental risks in its upstream supply chain, linked to mines that could supply metals for its products. The Group has established a “Conflict Minerals Compliance Program” supported and sponsored by the executive leadership.

Schneider Electric is working with an expert third party to identify the source of the minerals and ensure they are recognized as “Conflict-Free” within established international standards such as the Responsible Minerals Initiative (RMI), the London Bullion Market Association, and others. At the end of 2023, 94% of the smelters and refiners identified in our supply chain were designated as compliant with a recognized third-party validation scheme or actively engaging in same (equivalent to 69% of the relevant spend being compliant). The remainder are either from outside the conflict zone outlined in Section 1502 of the Dodd Frank Act, or solely using recycled and scrap materials.



6. Supplier excellence programs

6.1. ISO 26000 for suppliers

Since 2012, Schneider Electric has placed itself in a continuous improvement process with its strategic suppliers by encouraging them to make progress according to the ISO 26000 guidelines.

At the end of 2023, strategic suppliers represented 56% of Schneider Electric's purchases volume. Strategic suppliers who have passed the third-party evaluation process cover 90%+ of total strategic purchasing volume. For every strategic supplier, the regular increase of their assessment score is a requirement and part of supplier performance evaluation. The ambition for 2021-2025 is to achieve an average of 65 points within 5 years. Both in 2022 and 2023, targets were achieved with an increase of 1.6 points each year, ending 2023 with 61.9 points as result.

6.2. Decent Work

The Decent Work program takes inspiration from principles of decent work promulgated by the International Labor Organization (ILO) and also leverages concurrent issues, to make it comprehensive. The scope of the program includes strategic suppliers across direct (also known as production) and indirect (known as nonproduction) procurement.

The initiative adopts the approach of a development program, acknowledging that the program criteria may be new for many suppliers who will need support with capacity building, and constant engagement throughout implementation. To facilitate the execution by suppliers in a gradual way, the program is split in two stages.

As of December 2023, 802 strategic suppliers are invited to participate in the Decent work program, out of which 683 suppliers are successfully onboarded and invited to respond to the questionnaire, which has been shared with them. 536 suppliers responded to the survey. It takes multiple rounds of review, engagement, clarification and capacity building with each and every supplier to ensure all the parameters are

successfully met. By end of 2023 over 168 suppliers were classified as conforming to the stage 1 requirements of the program.

6.3. Social Excellence

The Group is also experimenting other means to strive towards more social excellence in its supply chain and expand its coverage beyond tier 1 suppliers. To that purpose, in 2023, Schneider Electric has initiated three other pilot initiatives as part of the Social Excellence program:

- Upstream mapping of suppliers: identifying suppliers beyond tier 1 and using a tool allowing a more direct communication, and a monitoring of crucial business, environment, and Human Rights parameters. In 2023, 170 suppliers are being processed.
- "Workers Voice" in sensitive geographies: in collaboration with 16 suppliers located in Vietnam, with the help of an expert company in digital stakeholder engagement, Schneider Electric has reached out directly to the workers employed by these suppliers, to assess the situation for a specific number of Human Rights. The first results are conclusive, as more than 1330 workers participated to the survey, which represents more than three times the minimum threshold of statistical significance.
- Raw material mapping initiative: Schneider Electric has selected 8 raw materials to be studied, starting from the extraction level, and then moving along the transformation cycles. The objective is to better understand, and map potential Human Rights issues present in these industries, how these may affect our portfolio of products, and what actions the Group could take to mitigate any negative impact.

For further details on our Supplier excellence programs, please see the latest annual report available at: <https://www.se.com/ww/en/about-us/investor-relations/regulatory-information/annual-reports.jsp>

7. Training and Awareness

At Schneider Electric, we value training, as it is the best way to prevent risks and raise awareness on ethical topics.

Each year a global campaign of mandatory training is run for all employees, called Schneider Essentials, from March to the end of September aiming at ensuring that all employees are trained on the most important topics covered by the Trust Charter. The training is available in 18 languages in the Group's Learning Management System. In 2023, Schneider Essentials focused on Trust, Cybersecurity, Sustainability, and Quality, along with additional courses based on function or location. For employees exposed to corruption risks, an Anti-Corruption training is required each year as a functional essential training. The course dedicated to Trust was completed at more than 99% overall.

Trust SSE #13

100% of employees trained every year
on Cybersecurity and Ethics

Baseline **90%**

2023 Progress **97,3%**

2025 target **100%**



8. Whistleblowing and Remediation Actions

The development of a strong speak-up culture is supported by a reporting mechanism which allows an employee to report an ethical concern in an anonymous, third-party managed whistleblowing system, and/or to discuss it with a person who can be trusted, such as a manager, HR business partner, Legal Counsel, or Compliance Officer without fear of retaliation. Employees and external stakeholders (suppliers, subcontractors, customers, business agents, etc.) can thus directly access the whistleblowing system through the Trust Line portal, which provides support to people if they are a victim/witness to a potential violation of the Trust Charter, especially regarding a potential violation of Human Rights. The Trust Line is available online globally, at all times, and protects the anonymity of the whistleblower (unless there is legislation to the contrary).

Each concern reported on the whistleblowing system is analyzed by the relevant Regional Compliance Officer, and when considered necessary, investigated.

In 2021, to measure the effectiveness of the Trust Line, Schneider Electric has added to its annual employee

engagement survey, OneVoice, a new question: "I can report an instance of unethical conduct without fear". 81% of employees surveyed answered "yes", and the Group will work to increase this measurement by 10 points by 2025 as part of Schneider Sustainability Impact. In 2023, 82% of employees surveyed answered "yes" which constitutes an improvement of +1 point over a two-year period.

In the event of non-compliance with the Trust Charter by an employee (especially based on the findings of an investigation), disciplinary measures may apply depending on local disciplinary policies and law. Appropriate measures are also taken to remediate consequences of the misconduct (such as launch a specific audit, review a process, perform training, etc.).

Moreover, regarding the on-site audit program for high-risk suppliers, when non-conformances raised are not remediated (mainly top priorities), escalation to the Chief Procurement Officer may lead to put an end to the business relationship. In 2023, one business relationship with a supplier has been terminated.

Trust SSI #7

Measure the level of confidence of our employees to report unethical conduct

Baseline* **81%**

2023 Progress **+1pts**

2025 target **+10pts**

*2021 is the baseline performance

9. Modern Slavery programs effectiveness

Schneider Electric monitors the effectiveness of its efforts to combat Modern Slavery through Key Performance Indicators (KPIs), and internal controls and audits.

9.1. Key Performance Indicators

The aim of the table below is to list the main mitigation actions to fights against modern slavery and the results of these actions. This list is not exhaustive and represents only a selection from the actions detailed above.

<p>Child Labor</p> <p>URD 2023, page 136-138 section 2.2.11</p>	<p>Actions deployed</p> <ul style="list-style-type: none"> Schneider's Human Rights policy sets clear guidelines to teams around the world and was updated in 2022. Locally, Human Resources teams operate systematic age checks when hiring personal. 	<p>Results</p> <ul style="list-style-type: none"> Human Rights policy deployed in 100% of Schneider sites and entities. No children under 18 employed except for internships based on local laws. 																																			
<p>Forced Labor</p> <p>URD 2023, page 136-138 section 2.2.11</p>	<p>Actions deployed</p> <ul style="list-style-type: none"> Schneider's Human Rights policy sets clear guidelines to teams around the world and was updated in December 2022. Internal Migrant Workers Guidelines deployment 	<p>Results</p> <ul style="list-style-type: none"> Human Rights policy deployed in 100% of Schneider sites entities. Communication to external interim agencies is the responsibility of local teams. Migrant workers protection internal guidelines published and deployed in 2023. The document provides a frame that will help Schneider Electric's teams, as well as partners such as recruitment agencies, ensure that any migrant worker related to Schneider Electric is protected from any abuse or malpractices. 																																			
<p>Conflict Minerals</p> <p>URD 2023, page 144-145 section 2.2.12.8</p>	<p>Actions deployed</p> <ul style="list-style-type: none"> Schneider has established a conflict mineral program based on the OECD due diligence guidance Smelters are identified in our supply chain and validated by external 1/3 parties for compliance to international laws, rules and standards 	<p>Results</p> <ul style="list-style-type: none"> Following the figures on conflict minerals, the Group has no reason to believe that any conflict minerals the Group sourced, have directly or indirectly financed or benefitted armed conflict in the covered countries. <table border="1"> <thead> <tr> <th></th> <th>2023</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Smelters and refiners identified and certified (in %)</td> <td>94%</td> <td>88%</td> <td>85%</td> <td>87%</td> <td>85%</td> <td>89%</td> </tr> </tbody> </table>		2023	2022	2021	2020	2019	2018	Smelters and refiners identified and certified (in %)	94%	88%	85%	87%	85%	89%																					
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<p>Actions Toward Suppliers</p> <p>URD 2023, page 138-149 section 2.2.12</p>	<p>Actions deployed</p> <ul style="list-style-type: none"> Specific vigilance on-site audit plan for high-risk suppliers Assessment of strategic suppliers on ISO 26000 with the objective to achieve an average of 65 pts by 2025. 	<p>Results</p> <ul style="list-style-type: none"> The resolution of non-conformances identified since the vigilance program's inception in 2017 has supported the improvement of the working conditions for 320,000 employees. <table border="1"> <thead> <tr> <th></th> <th>2023</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Average score of ISO 26000 for strategic supp</td> <td>61.9</td> <td>60.3</td> <td>58.7</td> <td>57.4</td> <td>54.8</td> <td>52.9</td> </tr> <tr> <td>Number of on-site audits (high risk suppliers)</td> <td>212</td> <td>223</td> <td>205</td> <td>95</td> <td>124</td> <td>155</td> </tr> <tr> <td>Non-conformances raised</td> <td>2,100+</td> <td>2,700+</td> <td>3,000+</td> <td>1,200</td> <td>1,700</td> <td>1,400</td> </tr> <tr> <td>Number of self-assessment received</td> <td>953</td> <td>657</td> <td>624</td> <td>/</td> <td>/</td> <td>/</td> </tr> </tbody> </table>		2023	2022	2021	2020	2019	2018	Average score of ISO 26000 for strategic supp	61.9	60.3	58.7	57.4	54.8	52.9	Number of on-site audits (high risk suppliers)	212	223	205	95	124	155	Non-conformances raised	2,100+	2,700+	3,000+	1,200	1,700	1,400	Number of self-assessment received	953	657	624	/	/	/
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Number of self-assessment received	953	657	624	/	/	/																															
<p>Training & internal Audit</p> <p>URD 2023, page 111-114 section 2.2.15</p>	<p>Actions deployed</p> <ul style="list-style-type: none"> Training and awareness programs deployed to specific populations. Self-evaluation with Key Internal Controls completed annually by all local entities. 	<p>Results</p> <ul style="list-style-type: none"> The Key Internal Controls (KICs) are designed in co-ordination with the Internal Audit team and consist in an annual self-assessment covering different operational topics. <table border="1"> <thead> <tr> <th></th> <th>2023</th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Employees trained on Ethics Charter (%)</td> <td>99%</td> <td>97.5%</td> <td>96%</td> <td>93%</td> <td>96%</td> <td>/</td> </tr> </tbody> </table>		2023	2022	2021	2020	2019	2018	Employees trained on Ethics Charter (%)	99%	97.5%	96%	93%	96%	/																					
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For further details on our business and organizational structure, please see the latest annual report available at: <https://www.se.com/ww/en/about-us/investor-relations/regulatory-information/annual-reports.jsp>

9.2. Internal Controls & Audit

Schneider Electric entities and subsidiaries are monitored through the implementation of Key Internal Controls. These controls are designed in co-ordination with the Internal Audit team and consist in an annual self-assessment covering different operational topics. Human Rights controls are included in this annual review regarding the effective deployment of Human Rights policy. The results of these assessments allow Schneider Electric to benchmark the entities and to prioritize mitigation plans when necessary.

Furthermore, the Group's Internal Audit program includes specific tasks related to the Human Rights Compliance Program and the Vigilance Plan, and to activities or subsidiaries for which an evaluation of the maturity and effectiveness of the program will be reviewed.

10. Working together in an effort to eradicate forced labor

Schneider Electric considers that collaboration with institutional organizations is essential in its ethical journey. Combining efforts and sharing knowledge on such issues is key to achieve human rights standards worldwide. This is why the Group has built partnerships with other entities to join a larger coalition, for fighting against modern slavery.

United Nations Global Compact

Since 2002, Schneider Electric has been a signatory of the [UN Global Compact](#) and its human rights working group, a forum for discussion with peers and experts. Furthermore, Schneider Electric's Chairman is sitting on the Board of the United Nations Global Compact. Since 2021, Schneider Electric is the patron of the new United Nation Global Compact decent work platform.

Ressources Humaines sans Frontières (RHSF)

Partner of Ressources Humaines sans Frontières (Human Resources Without Borders) since 2017, Schneider Electric joined in 2023 the action-research project "Lab 8.7" that gathers pioneer companies to work on preventing the risks of child labor, forced labor, and more broadly indecent labor in supply chains.

[World Business Council for Sustainable Development \(WBCSD, ex-Business for Inclusive Growth Coalition \(B4IG\)\)](#) Schneider Electric is an active member of the World Business Council for Sustainable Development (WBCSD),

community of over 200 of the world's leading sustainable businesses working collectively to accelerate the system transformations needed for a net-zero, nature positive, and more equitable future. The Group participates in various workstreams, such as Equity and Human Rights. In 2023, Schneider Electric was also very active in the Business for Inclusive Growth (B4IG) initiative, a coalition committed to tackling poverty and inequalities incorporated into the WBCSD Equity Action.

The Responsible Business Alliance (RBA)

In 2018, Schneider Electric joined the [Responsible Business Alliance \(RBA\)](#), a non-profit coalition of more than 120 companies from the electronic, retail, automobile and leisure industries. The alliance's aim is to promote and guarantee high standards in human rights, safety and security, environmental protection and business ethics. In addition, Schneider Electric joined the Responsible Labor Initiative, promoting the rights of workers vulnerable to forced labor globally.

Entreprises pour les Droits de l'Homme (EDH)

[Entreprises pour les Droits de l'Homme](#) (Businesses for Human Rights) is an initiative led by French international companies focusing on human rights. Through the exchange of best practices and the development of tools, EDH promotes the implementation of vigilance procedures.

11. Process of Consultation

This Statement has been prepared by Schneider Electric Human Rights, Ethics & Compliance and Global Supply Chain function subject matter experts responsible for managing human rights and third-party labor rights risk management processes for our own operations and supply chains. It was prepared with input from other key functions including Legal, Board Secretary, Human Resources, Health & Safety and Communication with specific input from those key functions in our UK, Australia and Canada markets. It was reviewed by Schneider Electric SVP Corporate Citizenship & Institutional Affairs and SVP Chief Compliance Officer.

In addition to the consultation process to develop the Statement outlined in this section, we also work closely with entities across the Group on an ongoing basis to implement and monitor our modern slavery risk management approach.

This statement is made pursuant to the United Kingdom's Modern Slavery Act 2015, the Australia's Modern Slavery Act 2018 (Cth) and the Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (CAN). It constitutes our Group's Modern Slavery Statement for the financial year ending 31 December 2023.

Approval and sign-off:

Peter Herweck
CEO of Schneider Electric SE
Date: 05/23/2024



Schneider Electric UK
This statement was approved by the Board of Directors of Schneider Electric UK Limited on May 28th, 2024.

Kelly Becker
Director of Schneider Electric UK Limited
Date: 05/29/2024



Parent Company: Schneider Electric (UK) Limited

Subsidiaries covered by this Statement:

- Schneider Electric Limited
- Schneider Electric IT UK Limited
- Schneider Electric Systems UK Limited
- Schneider Electric Controls UK Limited
- M&C Energy Group Limited

Schneider Electric Australia

This statement was approved by the Board of Directors of Schneider Electric Holdings Australia Pty Limited on May 29th, 2024.

Colette Munro
Director
Date: 05/29/2024



Parent Company: Schneider Electric Holdings (Australia) Pty Ltd

Subsidiaries covered by this Statement:

- Schneider Electric (Australia) Pty Ltd
- Schneider Electric IT Australia Pty Limited
- Schneider Electric Buildings Australia Pty Limited
- Aurtra Pty Limited

Schneider Electric Canada

This Report was approved by the board of directors of the entities listed below, by separate unanimous consent, pursuant to section [11(4)(b)(i) or 11(45)(b)(ii) of the Canadian Fighting Against Forced and Child Labour in Supply Chains Act.

This statement was approved by the Board of Directors of Schneider Electric Canada Inc.

Emily Heitman

President, Schneider Electric Canada Inc.

Date: 05/16/2024

Emily Heitman

This statement was approved by the Board of Directors of Schneider Electric Systems Canada Inc.

Emily Heitman

President, Schneider Electric Canada Inc.

Date: 05/16/2024

Emily Heitman

This statement was approved by the Board of Directors of Schneider Electric Solar Inc.

Robert Immele

President, Schneider Electric Solar Inc.

Date: 05/16/2024

Robert Immele

This statement was approved by the Board of Directors of Schneider Electric IT Corporation

Pankaj Sharma

President, Schneider Electric IT Corporation

Date: 05/16/2024

Pankaj Sharma

This statement was approved by the Board of Directors of Schneider Electric IT Mission Critical Services Inc.

Russ Morrissey

President, Schneider Electric IT Mission Critical Services Inc.

Date: 05/16/2024

russ morrissey

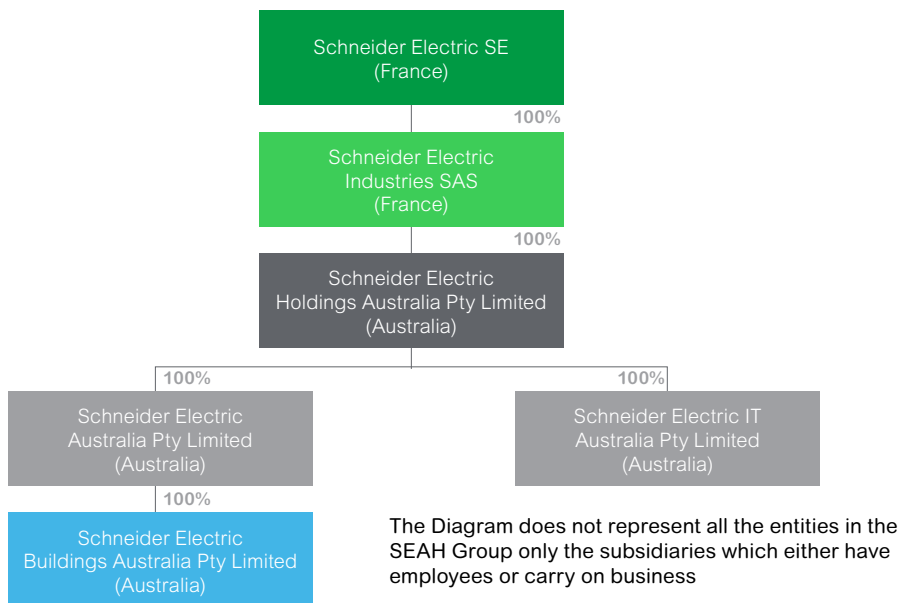
Appendix A: Focus on our Australian Business

Organizational structure

Schneider Electric Holdings Australia Pty Limited (also called SEAH) is the holding company for the business divisions described in section 1.2.

Name	Schneider Electric Australia Holdings Pty Ltd
ACN	105 310 781
Place of Registration	Victoria
Registered Office	Level 10, 2 Banfield Road, Macquarie Park NSW 2113
Current Directors	Claire Machin (app 22 August 2022) Colette Munro (app. 27 February 2024)

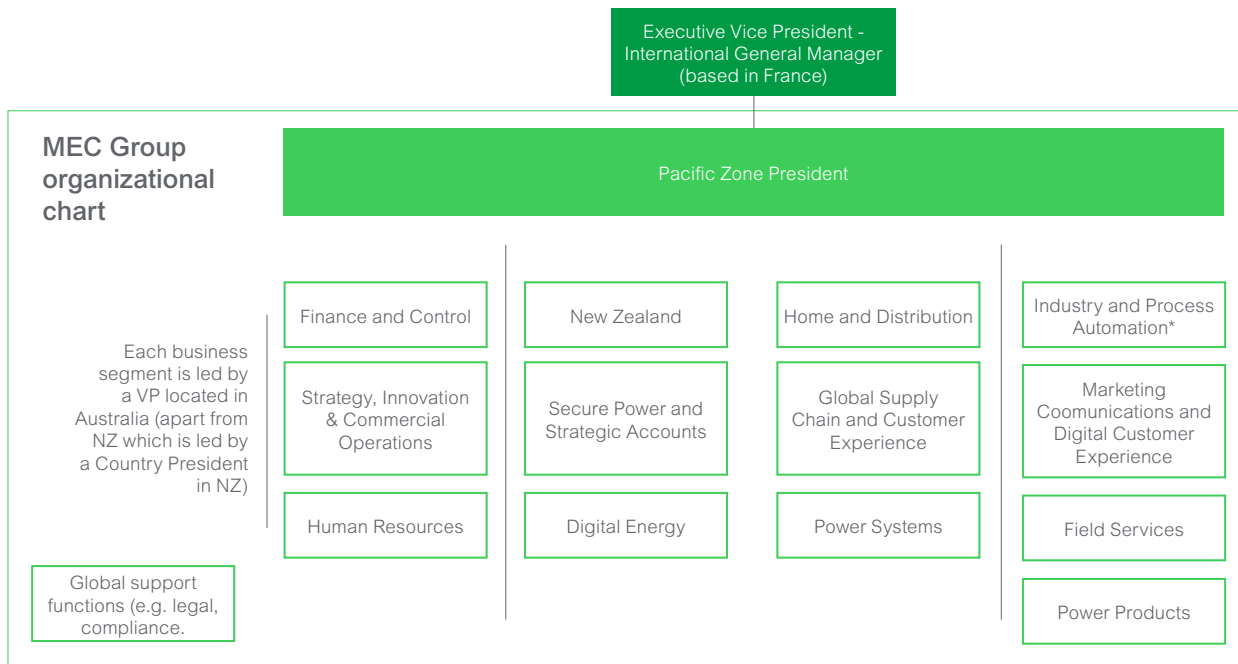
The entity is part of the Schneider Electric group.



The Australian business is overseen by the Pacific Zone President who is located in Australia and is the custodian of the businesses in Australia and New Zealand.

The Australian business is split into lines of business that are responsible for their overall results, both for product sales and

the implementation of solutions (especially for end- market segments within their scope). Each of the businesses has its own appointed leader that reports into the Pacific Zone Country President. The Australia business segment VP's have an indirect reporting line to the line of business VP who provide product support.



Business overview

The SEAH group (SEAH Group in Australia) is composed of the following companies:

- Schneider Electric Australia Holdings Pty Ltd (SEAH), is the holding company for the Schneider Electric business identified below.
- Schneider Electric (Australia) Pty Ltd (SEAU), the largest entity in the group is involved in the sales and distribution of "Schneider Electric" branded products, the development, manufacturing, sales and distribution of "Clipsal" branded products (relating to software and wiring devices fields), as well as the delivery of more complex customer projects for Digital Energy, Power Products and Power Systems.
- Schneider Electric IT Australia Pty Limited is responsible for the delivery of Secure Power products and services.
- Schneider Electric Buildings Australia Pty Limited formerly owned the Digital Energy business but this has now been transferred to SEAU. SEBA still employs the services team for Digital Energy.
- Nu Lec Industries Pty Limited which is a dormant company.

The SEAH Group is engaged in Schneider Electric Group's various offers.

Schneider Electric's mission is to be the digital partner for sustainability and efficiency. We drive digital transformation by integrating process and energy technologies to realize the full efficiency and sustainability opportunities for businesses. We provide endpoint to cloud integration connecting products, controls, software and services. We enable lifecycle solutions from design and build to operate and maintain phases through a digital twin. We deliver capabilities to transform from site-to-site to an integrated company management platform.

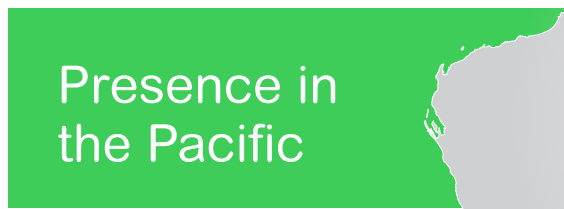
Our offers are built around four targeted end-markets requiring specific technologies:

- Homes and buildings: this relates to all residential, commercial and industrial buildings and facilities that can be built or renovated to be safer, smarter and more sustainable to better fulfill the aspirations of occupants and increase their value.
- Data centers: covers data centers and IT systems that need to integrate energy efficiency, resilience and both cloud and edge connectivity to protect critical information and operations and support the booming digital economy.
- Infrastructure: helps governments, towns and private enterprise revisit and transform transportation, energy and utility projects to better serve customers and citizens and meet sustainability goals through the efficient use of resources.
- Industry: improves manufacturing processes and energy-intensive industries with detailed insights and digitized efficiency to address energy and asset waste, streamline maintenance, mitigate their environmental footprint and comply with safety and cybersecurity regulations.

Offers belong to different lines of business: Home & Distribution, Power Products, Secure Power, Digital Energy, Power Systems and Industry and Services.

Key figures

2,300+ Employees in the Pacific



Presence in the Pacific



Operations and supply chains

SEAU has manufacturing activities in both Adelaide South Australia and in Benalla regional Victoria. SEAU also has a local distribution center presence nationally, with owned and third party logistic management partnerships to provide the most reliable, market competitive lead time for its customers.

Sales, marketing and product management representatives are present across all states and territories of Australia.

Pacific footprint



- 2** countries
- 2,200** Employees
- 4** distribution centres
- 2** plants
- 1** adaption centre
- 5** 3rd party logistics

Country	Plant	AC	DC	3PL
AU	2	1	4	4
NZ	-	-	-	1
Total	2	1	4	5

Distribution Centres

South Australia - Gepps Cross
 Queensland - Eagle Farm
 New South Wales – Ingleburn (+LAC)
 Victoria – Dandenong

3rd Party Logistics

Queensland - Mount Louisa
 Northern Territory - Darwin
 Tasmania – Launceston
 Western Australia – Malaga (in progress)
 New Zealand – Auckland (in progress)

Factories

South Australia – Gepps Cross
 Victoria - Benalla

Employment stats

2,200+

People permanently employed

110+

People casual or contract employed

40+

Working in Adelaide Office Research and Development

Flexible working conditions with offices fully renovated to be workplaces of the future.

Schneider Electric has a global portfolio of suppliers and is managed holistically using the Schneider Supplier Quality Management framework. We aim to establish long term relationships with our suppliers and see these relationships as needing to be mutually beneficial partnerships. Globally Schneider Electric continuously strives to implement dual sourcing, ethical supplier management practices whilst simplifying the supplier base to ensure it remains relevant to ongoing operational needs.

In Pacific, we have the following manufacturing and design facilities:

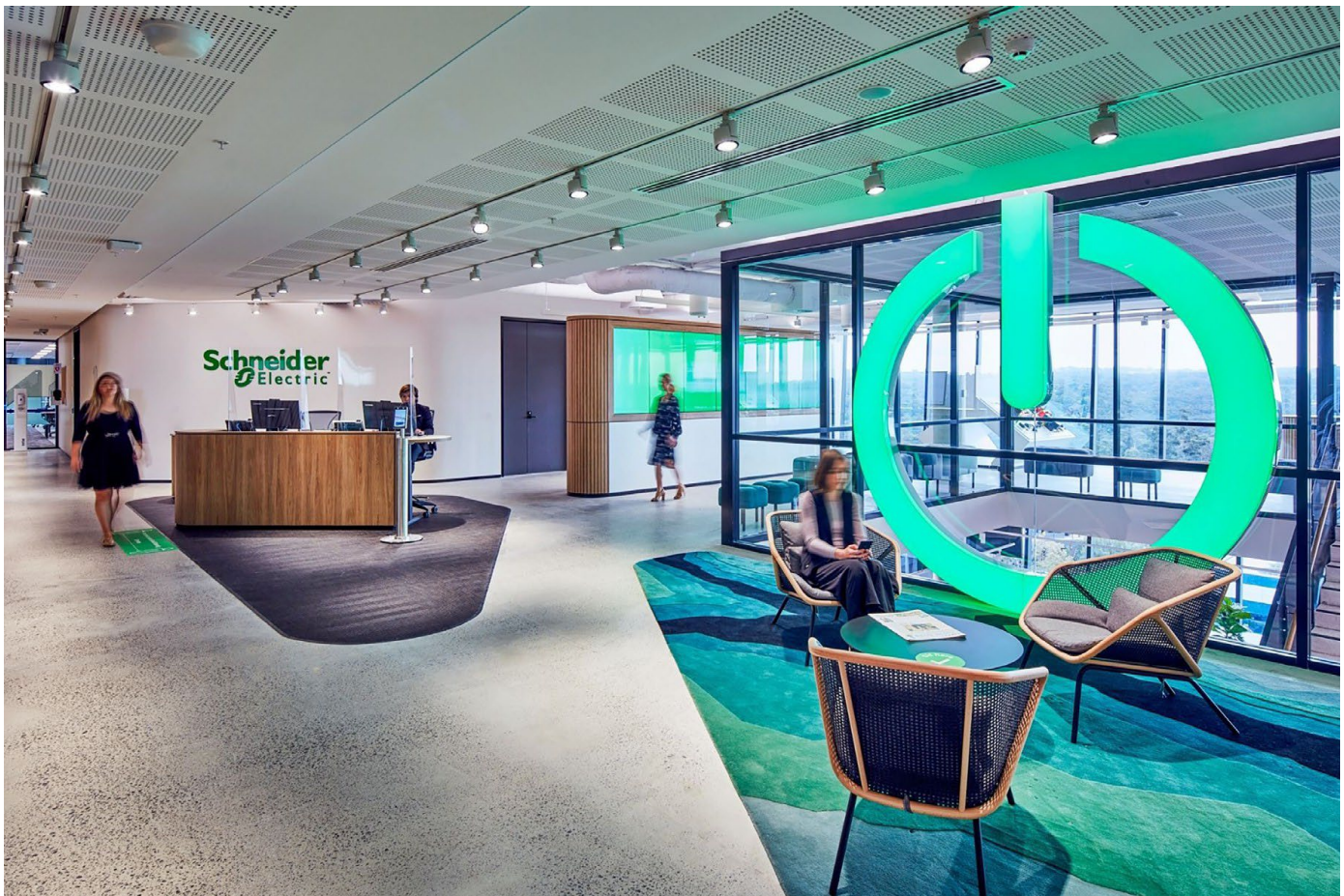
1. In Gepps Cross South Australia, a facility which carries out the following activities:
 - a. The production of mainly electro- mechanical devices related to low voltage switching and power supply for domestic and industrial use applications.
 - b. The provision of adaptation services for Medium voltage reclosers and controllers.
 - c. Research and development and design of all Schneider Electric's new offers for low voltage

switches, sockets, and wiring device accessories being sold into Pacific Markets.

- d. The design and manufacture of bespoke special equipment requests.
2. In Benalla, Victoria, we have a factory where we are designing and manufacturing medium to low voltage transformers and kiosk power supplies mainly for utility, defense and mining applications. We also can provide a level of adaptation of low voltage boards and medium voltage switchgears.
3. In Ingleburn Sydney, NSW, we have adaptation of Air Circuit Breakers, Power Factor Correction and other specialty offers.

In addition, throughout Australia we offer Field Services for installed offers, we offer Energy Efficiency Services for auditing and improving consumption and we also offer Cloud Service Analytics related to Energy Management.

The risks of modern slavery are identified, prevented, managed and mitigated at the level of the Schneider Electric group. SEAH fits into this framework.



Appendix B: Focus on our Canadian Business

This appendix has been prepared in accordance with the mandatory reporting criteria outlined in Sections 11(1) and 11(3) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Structure, activities and supply chains

Ownership Structure

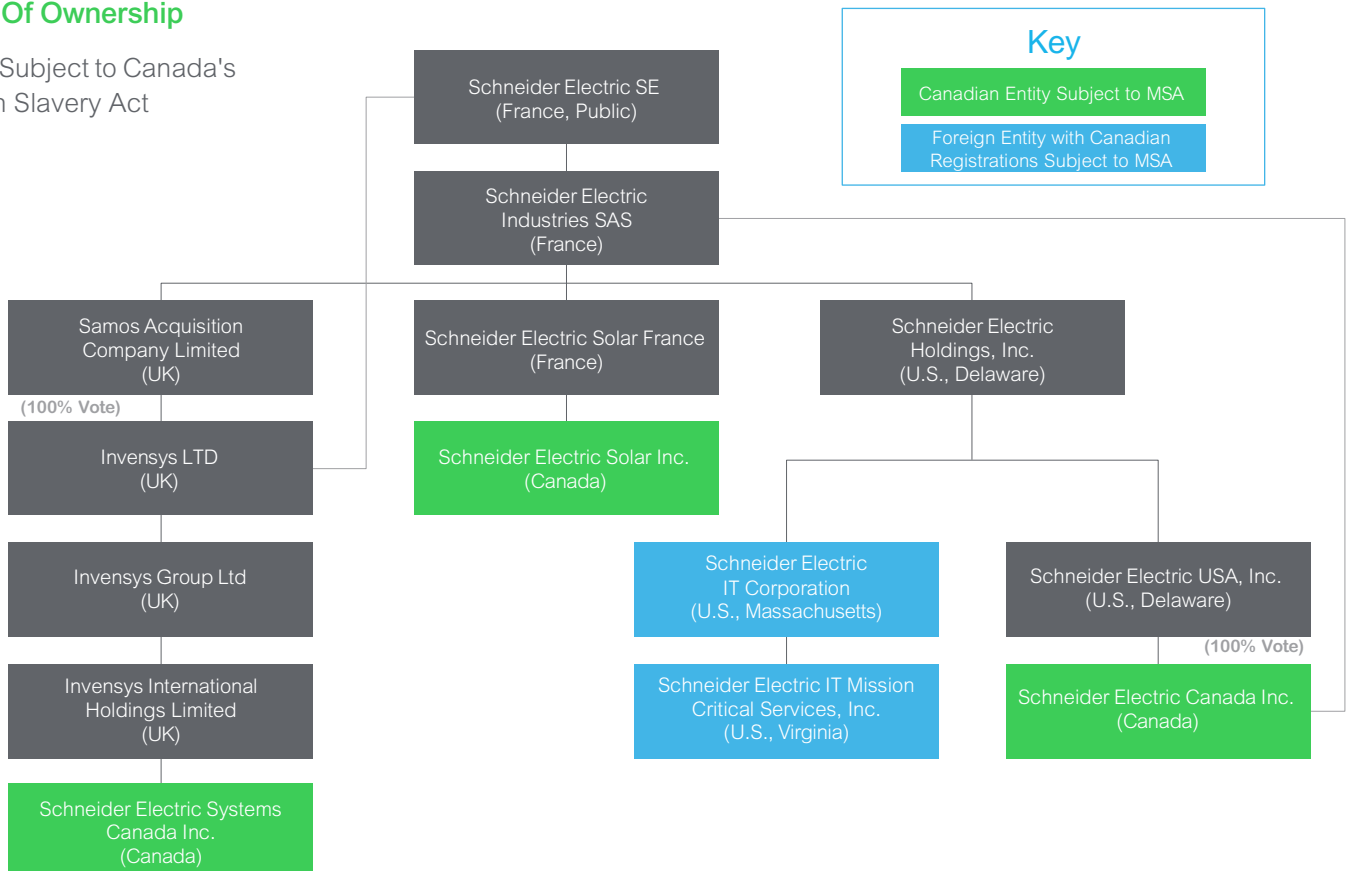
The Schneider Reporting Entities are indirect subsidiaries of the Publicly traded French Parent Company, Schneider Electric SE. See full ownership chain in Figure 1.

As such, the Schneider Reporting Entities are collectively part of what is colloquially known as the “Schneider Electric Group”.

For more information, see [Schneider Electric’s Global Annual Report](#).

Chain Of Ownership

Entities Subject to Canada’s Modern Slavery Act

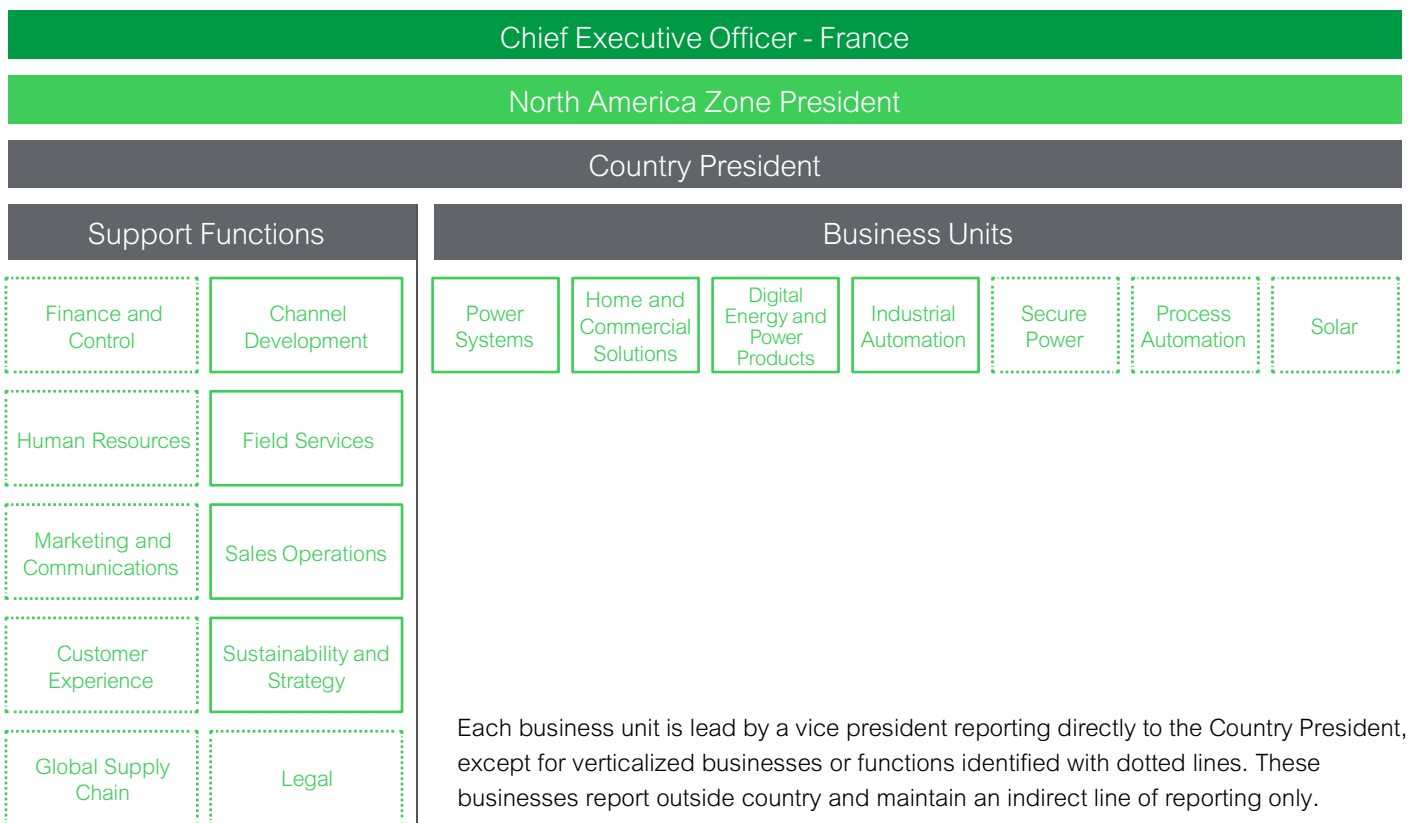


Leadership Structure

The Canadian business is overseen by the North American Zone President who is located in Wesmont, Illinois, USA and is the custodian of the businesses in the United States, Canada and Mexico.

The Canadian business is split into lines of business that are responsible for their overall results, both for product sales and the implementation of solutions (especially for end-market segments within their scope). Each of the businesses has its own appointed leader that reports into the Canadian Country President. The Canadian business segment VP's have an indirect reporting line to the Global Line of Business Executive VP.

Schneider Electric Canada Inc. Organizational Structure



Business Overview

The Schneider Electric Canada Reporting Entities is composed of the following companies:

Schneider Reporting Entities	Relevant Information
Schneider Electric Canada Inc.	<p>Place of Incorporation: Ontario, Canada Registered address: 5985 McLaughlin Road, Mississauga, ON L5R 1B8</p> <p>Schneider Electric Canada Inc. is involved in the sales and distribution of “Schneider Electric” branded products and the design delivery of complex customer projects spanning some or all business units.</p>
Schneider Electric Systems Canada Inc.	<p>Place of Incorporation: Quebec, Canada Main Office: 4 Lake St, Dollard-Des Ormeaux, QC H9B 3H9 Canada</p> <p>Schneider Electric Systems Canada Inc. provide tailored industrial automation and process control solutions that improve client operational efficiencies, while leverage Schneider Electric software, products and intellectual property.</p>
Schneider Electric Solar Inc.	<p>Place of Incorporation: British Columbia, Canada Main Office: B316-8447 202 Street Langley, BC V2Y 4K1</p> <p>Schneider Electric Solar Inc. develop best in class solar technologies powering photovoltaic systems throughout the worlds.</p>
Schneider Electric IT Corporation	<p>Place of Incorporation: Massachusetts, United States Principle Place of Business: 70 Mechanic Street, Foxboro, MA 02035 United States</p> <p>Canadian Extra-Provincial Registrations:</p> <ul style="list-style-type: none"> • Quebec • Ontario • British Columbia • Manitoba • Alberta • Saskatchewan • Nova Scotia • New Brunswick • Newfoundland and Labrador <p>Schneider Electric IT Corporation designs, develops, manufactures, and markets uninterruptible power supplies, surge products and data centre technologies. Serving data customers worldwide with power conditioning, rack, servers, networking, and storage arrays.</p>
Schneider Electric IT Mission Critical Services Inc.	<p>Place of Incorporation: Virginia, United States Principle Place of Business: 6700 Tower Circle, Suite 700 Franklin, TN 37067 United States</p> <p>Canadian Extra-Provincial Registrations:</p> <ul style="list-style-type: none"> • New Brunswick • Manitoba • British Columbia • Alberta • Ontario • Saskatchewan • Nova Scotia • Quebec • Newfoundland and Labrador <p>Schneider Electric IT Mission Critical Services Inc provides robust software and services such as planning, design, commissioning, maintenance and operations, and assessments for critical data centre assets and energy management.</p>

The Schneider Reporting Entities are engaged in Schneider Electric Group's various offers.

Schneider Electric's mission is to be the digital partner for sustainability and efficiency. We drive digital transformation by integrating process and energy technologies to realize the full efficiency and sustainability opportunities for businesses. We provide endpoint to cloud integration connecting products, controls, software and services. We enable lifecycle solutions from design and build to operate and maintain phases through a digital twin. We deliver capabilities to transform from site-to-site to an integrated company management platform.

Our offers are safer, smarter, and more sustainable electrical distribution and clean energy products for all residential, commercial, industrial buildings and facilities. Energy efficiency and resilience Data Centres and IT Systems protect critical information and operations and support the booming digital economy. Helping governments, towns and private enterprise build and transform infrastructure in transportation, energy, and utility segments. And supporting industry by automating and improving manufacturing processes with detailed insights and digitized efficiency to address energy and asset waste. Holistically supporting all customer segments by mitigating their environmental footprint in compliance with safety and cybersecurity regulations.

As at December 31, 2023, the Schneider Reporting Entities employed 2190 permanent employees based in Canada:

- Major sales offices located Montreal, Mississauga, Calgary, Edmonton, Richmond
- Regional representation and sales offices located St. Johns, Halifax, Moncton, Quebec City, Val-d'Or, Vanier, Kingston, Ottawa, Cambridge, Sarnia, Windsor, Sudbury, Thunder Bay, Winnipeg, Saskatoon,
- Manufacturing facilities in Brossard QC, Edmonton AB, Saanichton BC.
- Research & Development centre is in Montreal, Ottawa, Saanichton, Richmond

Operations and Supply Chains

The Schneider Electric Canada is supported by the Schneider Electric North American Supply Chain, with primary sourcing coming from outside Canada. The local manufacturing, as stated above, utilize our distribution centres for sourcing, which are located in Mechanicsburg PA, USA servicing Central & Eastern Canada and Chino, CA USA serving Western Canada. The majority of customer shipments go

direct to customer or through a third party cross-dock (Uber Freight). We partner with UPS, Midland, CCT and Manitoulin Transport for third-party logistics management in Canada.

Sales, marketing, and product management representatives are present or available across all provinces and territories of Canada. These employees consist of sales representatives, field service technicians, project management, product specialist, customer care, support functions, etc.

Accordingly, our workforce is skilled and based in Canada where there are stringent labour and employment laws. As a result, we view the risk of Modern Slavery in our operations to be low.

Schneider Electric has a global portfolio of suppliers and is managed holistically using the Schneider Electric Supplier Quality Management framework. Schneider Electric aims to establish long term relationships with suppliers and see these relationships as needing to be mutually beneficial partnerships. Globally Schneider Electric continuously strives to simplify the supplier base and ensure it remains relevant to ongoing operational needs.

In North America, the Schneider Reporting Entities:

1. In Brossard QC and Edmonton factories mainly producing electro-mechanical devices related to low voltage switching and power supply for domestic commercial building and industrial use applications.
2. In Saanichton BC factory designing and manufacturing power measurement electronic devices used primarily for monitoring utility, commercial or industrial power consumption and quality.

The risks of modern slavery are identified, prevented, managed, and mitigated globally, as described in the Global Statement at the level of the Schneider Electric group. The Schneider Reporting Entities fit into this framework which includes the policies and due diligence measures directed at the relevant risks.

As a result of our role in the Group and the Global Response to the risks of Modern Slavery, we consider the risks in our supply chains to be low.

We did not identify any instances of child or forced labour in our supply chains or operations. Accordingly, no steps were required at the local level to remediate child or forced labour, or the loss of income associated with remediation efforts.

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Schneider Electric Industries SAS
35, rue Joseph Monier - CS 30323
F92506 Rueil-Malmaison Cedex

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998-21508785

General