2025 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 (including enhanced disclosures required under the UK Home Office March 2025 Updated Statutory Guidance, which emphasises evidence based reporting, modern slavery risk visibility beyond Tier 1 suppliers, and continuous improvement) in its global operations and supply chain for the financial year starting January 1st, 2025 and ending December 31st, 2025, 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:02886434, England) for the Modern Slavery Act 2015 (UK) ;
- Schneider Electric Canada Inc., Schneider Electric Systems Canada 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 (ACN)

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
• Organization's structure, its business and its supply chains	a. Identify the reporting entity b. Describe the structure, operations and supply chains of the reporting entity	• Organization's structure, its business and its supply chains	1. Business & Organizational Structure - p. 3
• 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	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	• 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	2. Modern Slavery Risks - p. 7
• 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	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	• 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	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
• 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	e. Describe how the reporting entity assesses the effectiveness of such actions	• How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains	9. Modern Slavery programs Effectiveness - p. 17
			10. 10. Working together in an effort to eradicate forced labor - p. 18
	f. Describe the process of consultation with 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	• Approval and attestation	11. Process of Consultation - p. 19
Recommended Disclosure (Home Office 2025)": "Limitations, challenges, and planned improvements Gaps in Tier-2/3 visibility • Plans to expand mapping & worker-voice tools • Barriers to supplier audits in certai regions • Resourcing or data-quality challenges • Multi-year improvement roadmap			

[1] A list of principal entities is set out in Schneider Electric's 2025 Annual Report.

1. Business & Organizational Structure

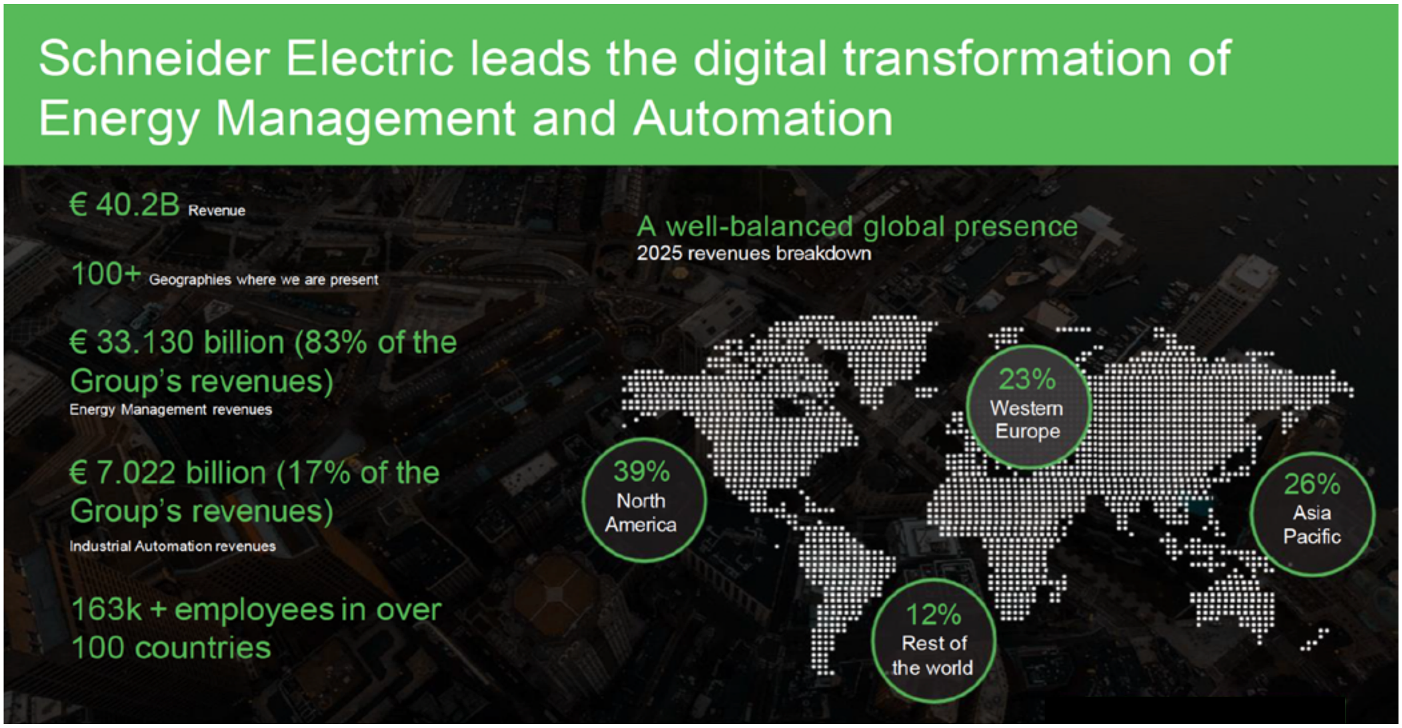
Schneider Electric is a global energy technology leader, driving efficiency and sustainability by electrifying, automating, and digitalizing industries, businesses, and homes. We are your energy technology partner. We electrify, automate and digitalize every industry, business and home, driving efficiency and sustainability for all.

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 geographies. Schneider Electric is 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 2025, Schneider was again named one of the World’s Most Ethical Companies by the Ethisphere Institute for the 15th year.

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

€ 40.2B Revenue

100+ Geographies where we are present

€ 33.130 billion (83% of the Group’s revenues)
Energy Management revenues

€ 7.022 billion (17% of the Group’s revenues)
Industrial Automation revenues

163k + employees in over 100 countries

A well-balanced global presence
2025 revenues breakdown

1.2. Operations

Schneider Electric operates primarily through the Schneider Electric brand. Our mission is to electrify, automate and digitalize every industry, business and home, driving efficiency and sustainability for all.

Across our global organization and extensive market coverage, we operate as One Schneider, delivering integrated solutions from our comprehensive portfolio and a strong digital customer experience, supported by a strong foundation based on people and sustainability.

Over the years, the Group has built a balanced exposure across business models, end markets, geographies, and a global employee footprint, driving resilience across the cycle. Our multi-hub approach is set up to impact both global and local levels.

Schneider Electric is mainly operating on four end markets: Data Center & Networks, building, Industry and Infrastructure.

Schneider Electric operates globally through the following organization:

- 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.

Schneider Electric is shifting towards its new Sustainability strategy for 2026 to 2023 through a new set of indicators called: Sustainability Impact 2030. This new strategy is based on 4 pillars: electrifying the world, reinventing the industry, unlocking human potential and empowering local communities.

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 163,000+ employees globally (The total average workforce includes non-employee interim workers with 34% in Asia Pacific, 29% in North America, 25% in Western Europe, 12% in rest of the world). 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 more than 50,000 suppliers overall, producing a portfolio of 149,000+ references in 164 factories across 37 countries, and delivering our order lines from our 85 distribution centers.

Schneider Electric's procurement volume represents approximately €19.1 billion. As the most local of global companies, Schneider is moving towards up to 90% sourcing and manufacturing within regional hubs.

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 for the third time in the row and 1st in the Europe Top 15 for the sixth consecutive year.

In line with the 2025 Updated Statutory Guidance, Schneider Electric acknowledges that visibility below Tier 1 suppliers is not yet complete. While the Group has mapped tier 1 suppliers, currently Schneider has limited traceability into lower-tier suppliers (Tier 2 and beyond). Therefore the Group recognises that gaps remain in our ability to comprehensively identify risks of forced labour in upstream sub-supply chains.

To address this, Schneider Electric will expand its mapping in 2025–2026, that includes: (a) greater use of "Worker Voice" tools, (b) supplier-level traceability pilots, and (c) new analytics aligned with the UK guidance's expectations on continuous improvement.

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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.

2.1. Risk Methodology

The risk mapping methodology is consistent with other risk evaluations maintained at the Group level, and focuses specifically on the risks posed by Schneider Electric on its environment and ecosystem. It is based on:

- Interviews with internal experts (16 interviews done in 2025)
- Reports from International organizations or NGOs such as the Intergovernmental Panel on Climate Chance (IPCC), the International Energy Agency (IEA), the United Nations (UN), the Business and Human Rights Resource Centre (BHRRC) etc.
- Data and reports from various group programs, such as: carbon and biodiversity footprints, internal audits, suppliers' vigilance audits, internal grievance mechanisms, "Workers Voice" surveys, One Voice employee engagement survey, etc.
- The Responsible Business Alliance (RBA) database that provides the Group with country granularity coming from several indices (by the UNICEF, the World Bank, the Walk Free Foundation etc.)

The risk matrix is reviewed every year. Its scope covers Schneider Electric and its subsidiaries, joint ventures, suppliers, subcontractors and local communities living close to Schneider locations and customer project sites.

2.2. Risk evaluation and scale

Risks are assessed by combining severity and likelihood to determine an overall level from 1 (low) to 4 (very high). Severity is based on three factors: scale (number of individuals affected), scope (gravity of the impact), and irremediability (ease of restoring rights), each scored from 1 to 4. Likelihood reflects the probability of occurrence across the value chain, also scored from 1 to 4. The average of these elements defines the gross risk level before mitigation.

2.3. Risk of forced labor

According to the 2021 Global Estimates of Modern Slavery, approximately 28 million people are estimated to be in forced labor, a number alarmingly increasing since 2016. 63% of all forced labor (17 million people) is estimated to be imposed by private actors. The report estimates that services (excluding domestic work), and manufacturing are the sectors most exposed, accounting for respectively 32% and 19% of total forced labor. It also identifies that for manufacturing, most forced labor cases occur in production in the upstream tiers of domestic or global supply chains (above tier 1).

This analysis shows that there could be risks of forced labor in the upstream tiers of Schneider Electric's supply chain (above tier 1), especially for migrant workers. In the meantime, climate change, conflicts or economic hardship are pushing more and more people to leave their home country, increasing the number of vulnerable people who could find themselves in situations of forced labor. Schneider Electric is therefore particularly vigilant to the issues of migrant workers. .

In addition to this global risk, and align with industrial-level recognized risk factors, Schneider Electric has identified the following salient risk areas for the UK reporting scope: (1) forced labour in lower-tier electronics manufacturing, (2) heightened vulnerability of migrant workers in certain Asian supply chains, and (3) limited traceability for upstream minerals extraction.

Consistent with the Home Office guidance (March 2025), Schneider Electric recognises that an absence of identified cases during audits does not indicate the absence of modern slavery risk. We acknowledge that forced labour risks persist globally, particularly in raw materials, metals refining, and migrant labour recruitment, and we therefore treat these as areas requiring ongoing focus.

The risk matrix below summarizes Schneider Electric's risk analysis on Decent Workplace dimension.

⚫ 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.

Schneider Electric's Global Human Rights Policy was last updated in 2025 and approved by the Group's Chief Executive Officer. It is articulated around three principles:

1. Schneider Electric is committed to fully respecting and applying laws and regulations in all countries where it operates.
2. Schneider Electric is committed to fostering and promoting human rights throughout all its operational sites and subsidiaries worldwide.
3. Schneider Electric supports human rights beyond its borders, leveraging its large network of partners and stakeholders to promote the implementation of actions that will ensure the respect of people's rights

The policy is available in 19 languages and applies to all Schneider Electric affiliates. It is applicable to all Schneider Electric permanent or temporary employees working on Group premises. 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 dedicated Human Rights team 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 its inception , 21 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**
• Executive Vice President (EVP) Global Supply Chain (Executive Committee member)	• EVP, Sustainability (Executive Committee member • 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	• Environment Performance Measurement (1) • Sustainable Procurement (2) • Human Rights (2) Other experts depending on specific needs
SVP, Duty of Vigilance Dedicated Coordinator, SVP (1)		

(X) number of employees 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 Electri has developed a specific Code of Conduct that addresses all its 50,000+ suppliers. This code of conduct is aligned with the Responsible Business Alliance (RBA) that Schneider Electric joined in 2018. 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

A specific process was put in place to ensure compliance of M&A operations with anti-corruption and export control regulations. The process aims to identify, manage and mitigate those risks at the earliest possible stage and plan how to integrate the acquired entity through dedicated Trust Standards. These Trust Standards also apply for Human Rights considerations.

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 (50,000+) 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).

In accordance with the 2025 UK guidance, Schneider Electric confirms that current due diligence processes do not yet fully capture risks beyond Tier 1 suppliers. Improvements are planned for 2025–2026 to align with UK expectations of supply chain depth and risk based approaches

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 reported in Schneider Electric Universal Registration Document, and is externally audited each year by a third party verifier (Ernst & Young in 2021 and PwC in 2022 and 2023).

From the beginning of the program in 2017, 1476 suppliers had been audited on-site (with 374 audits for the period 2018-2020, 205 in 2021, 223 in 2022, 212 in 2023, 240 in 2024 and 222 in 2025 with 16,500+ non-conformances raised.

The 222 on-site audits performed in 2025 have allowed Schneider Electric to raise 1,700+ non- conformances.

As of end of 2025, Schneider Electric has closed 95% of all types of non-conformances from 2024 and 58% of all types of non-conformances from 2025.

Schneider Electric's approach is to help suppliers remediate the issues by sharing good practices and providing them with guidance and training.

When non-conformances are not resolved (mainly top priorities), escalation to the Chief Procurement Officer may lead to the end of the business relationship. In 2025, four business relationships with suppliers were ended due to non-conformance to the Vigilance plan.

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 400,000 employees have seen their working conditions positively impacted by the Supplier Vigilance program

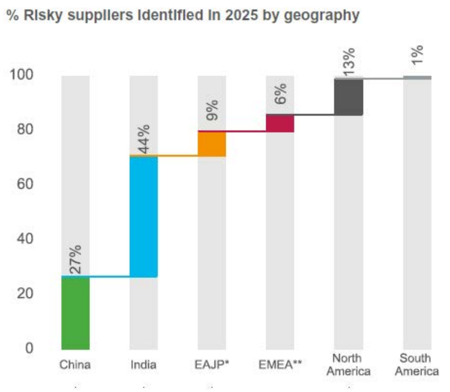
Regarding the remote self-assessment for 3,000 suppliers, after an initial pilot test, a large-scale launch was made in second half of 2021. 624 ; 657, 953, 564, 74 suppliers respectively in 2021; 2022 ; 2023 **;** 2024 and 2025 had submitted answers. Procurement teams review answers to identify suppliers where on-site audits need to be triggered.

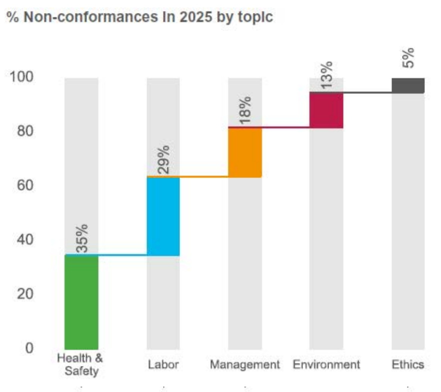
Accordingly, few suppliers were audited and some with non conformities to be closed.

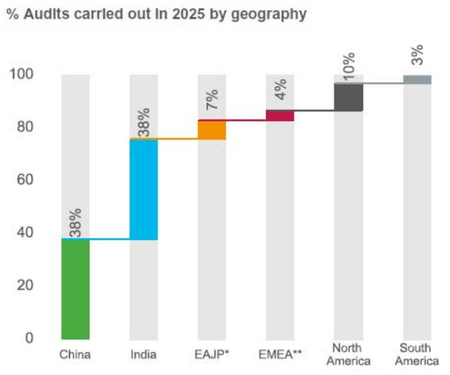
5.3.2. Supplier audits results

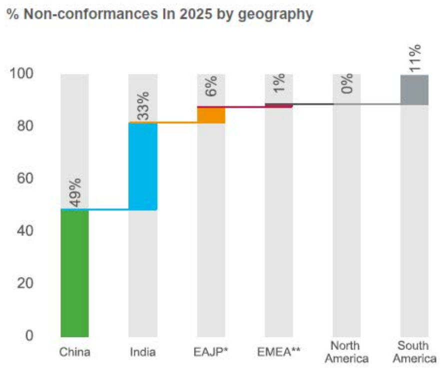
Results of on-site audits suppliers’ audits are compiled and reported every year. Most non-conformance in 2025 were related to health and safety, labor standard and management systems (35%, 29%, and 18% respectively). Graph 3 provides the breakdown of non-conformances by topic and graph 4 by geography. For the most serious non-conformances, each case is escalated is to the Chief Procurement Officer level. An analysis of the 192 “top priorities” raised in 2025 shows the following issues are the most recurring:

- Labor standards (64% of top priority non-conformance issues): lack of respect of working time and resting days (time measurement systems are often insufficient). Corrective action can be wages for regular and overtime hours correctly calculated and paid to all workers.
- Health and safety (29% of top priority non-conformance issues): insufficient fire alarm and protection systems. Corrective action can be appropriate controls for worker exposures to chemical, biological, and physical agents.
- Environment and management systems (7% of top priorities): insufficient waste management and pollution prevention systems.


% Risky suppliers identified in 2025 by geography


% Non-conformances in 2025 by topic


% Audits carried out in 2025 by geography


% Non-conformances in 2025 by geography

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

In 2025, throughout on-site audits performed with risky suppliers, 3 cases of ethical breach regarding migrant workers protection were identified, of which one also included elements of forced labor (passport retention). Schneider's actions when this happens are to work with suppliers to mitigate such situations and implement preventive actions that will prevent them from happening again. As a last resort, when cooperation is not possible, business relation may be terminated.

In 2025, within the scope of the 2021-2025 SSE objective #17 (4,000 suppliers assessed under our 'Vigilance Program'), the Group conducted 222 on-site audits and 74 remote self-assessments.

Trust
SSE #17

4,000 suppliers assessed under our 'Vigilance Program'

Baseline **374**

2025 Progress **4,348**

2025 target **4,000**

For further details on our **Supplier Vigilance Program**, please 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 of 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

The data collection campaign includes all five due diligence steps recommended by the OECD. Supplier CMRTs are collected throughout the year, and in case of non-conformant or non-audited, smelters or refiners are identified, suppliers are contacted to work on the removal of those SoRs from the supply chain. By the end of 2025, the Group achieved significant progress, with 89% of identified smelters and refiners in its supply chain being designated as compliant with recognized third-party validation schemes.

All strategic suppliers are required to provide updated CMRT and perform due diligence. Additionally, suppliers delivering products containing mica, cobalt, copper, lithium, nickel, graphite are required to complete the EMRT (Extended Minerals Reporting Template).

6. Supplier excellence programs

6.1. ISO 26000 for suppliers

Procurement strategy is to focus the spend towards strategic 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.

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.

Against the target for 65 points to be achieved by end of 2025, a score of 66.9 was achieved. As a summary, strategic suppliers increased by 1.6 points in 2022 and 2023, 2.5 points in 2024 and 2025. The target for 2026 is to reach an average of 67.7 points.

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.

The suppliers are required to respond to the questions and upload evidence to support the responses. All responses and accompanying evidence are evaluated to meet the minimum criteria of decent work. It takes multiple rounds of review, engagement, clarification and capacity building with each and every supplier to ensure all the parameters are successfully met. In cases where the supplier actions do not meet the minimum requirements, feedback is given, and corrective actions need to be implemented by the suppliers in a timely manner.

Schneider Electric has taken an overall ambition to ensure 100% of its strategic suppliers achieve conformance in the program by end of 2025 (SSI #6). This ambition is split into annual targets. In 2022 1% of the strategic suppliers, in 2023 21%, in 2024 63% and by the end of 2025, 98% of strategic suppliers achieved conformance.

6.3. Social Excellence

Schneider has initiated the development of a Social Excellence program, which aims to go beyond tier 1 suppliers and onboard them on the human rights journey.

Since 2023, the Group has been implementing a pilot program to assess how such a program, focused on upstream, can be developed and deployed. While the program is still in exploratory stage, it has provided invaluable insights that will help in conceptualizing a full-fledged program.

Towards this the Company has identified a particular product and created 3 work streams to evaluate the risk. These include:

- Traceability workstream: this includes connecting with suppliers and seeking details about their sub-suppliers to ensure transparency and accountability. On a scope of more than 100 suppliers contacted and after 6 months, only 30% of suppliers answered correctly to Human Rights and sub-tier information requirements.
- Geographies workstream: using the RBA risk evaluation tool, high-risk countries are identified, and suppliers located in those countries are engaged via worker voice tool to identify key impacting areas. The pilot in Vietnam in 2024 showed that this type of mobile-based questionnaires can uncover issues not visible through the traditional tools of the Group, such as sexual harassment or stress
- Raw materials workstream: focus on the critical minerals as identified by the International Energy Agency (IEA) and aims to engage supplier to increase the accountability in the upstream mining and processing stages. This outreach was launched in July 2025, covering 244 suppliers and as of December 2025, six months into the initiative, 50% of the spend was identified as coming from smelters conforming to RMAP requirements

For further details on our **Supplier excellence programs**, please 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

Schneider Electric values 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 2025, Schneider Essentials focused on Trust (based on the Trust charter that includes forced labor dimension), Cybersecurity, and AI, along with additional courses based on function or location. The course dedicated to Trust was completed by 99.2% of employees.

In line with Home Office expectations, Schneider Electric U.K is developing targeted modern-slavery training for specific high-risk roles (procurement, supplier management, logistics, and project execution teams).

Trust
SSE #13

100% of employees trained every year on Cybersecurity and Ethics

Baseline **90%**

2025 Progress **98.7%**

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 unethical concern in a confidential, 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, which provides support to people if they are a victim/witness to a potential violation of the Trust Charter, Group policies or the law, 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”.

Trust
SSI #7

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

Baseline* **81%**

2025 result **+4pts**

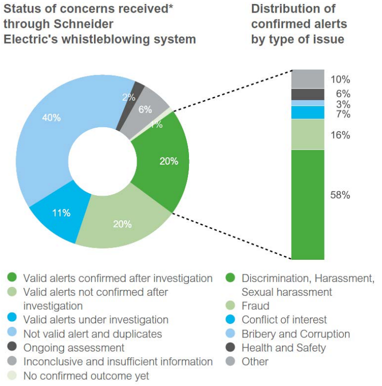
2025 target **+10pts**

*2021 is the baseline performance

81% of employees surveyed answered “yes”, and the Group has worked to increase this measurement by 10 points by 2025 as part of Schneider Sustainability Impact. In 2025, 85% of employees surveyed answered “yes” which constitutes an improvement of +4 points over a four-year period.

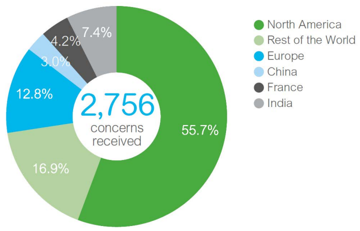
In the event of non-compliance with the Trust Charter by an employee (especially based on the findings of an investigation), disciplinary measures may apply depending on local disciplinary policies and law. Appropriate measures are also taken to remediate consequences of the misconduct (such as launch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

In 2025, 2,756 concerns were received through our internal reporting mechanisms.



Status of concerns received* through Schneider Electric's whistleblowing system

Distribution of confirmed alerts by type of issue



Number of concerns received through Schneider Electric's whistleblowing system per region

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 2025, four business relationships with suppliers were decided to be stopped due to non-conformance to the vigilance plan.

9. Modern Slavery programs effectiveness

9.1. Key Performance Indicators

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

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

Forced Labor

URD 2025: pages 223-233 section 2.2.3.2.1

Actions deployed

- Schneider's Human Rights policy sets clear global guidelines and was updated in 2025.
- Internal Migrant Workers Guidelines deployment

Results

- Human Rights policy deployed in 100% of Schneider sites and 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.

Conflict Minerals

URD 2025: page 233 section 2.2.3.2.7

Actions deployed

- 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

Results

- 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.

	2025	2024	2023	2022	2021	2020	2019
Smelters and refiners identified and certified (in %)	89%	99%	94%	88%	85%	87%	85%

Actions toward suppliers

URD 2025: page 223-233 section 2.2.3.2

Actions deployed

- Specific vigilance on-site audit plan for high-risk suppliers
- Assessment of strategic suppliers on ISO 26000 with an average of 66.9 pts by 2025.
- Deployment of a Decent Work program for our strategic suppliers

Results

- The resolution of non-conformances identified since the vigilance program's inception in 2017 has supported the improvement of the working conditions for 400,000 employees.

	2025	2024	2023	2022	2021	2020	2019
Average score of ISO 26000 for strategic supp	66.9	64.4	61.9	60.3	58.7	57.4	54.8
Number of on-site audits (high risk suppliers)	222	240	212	223	205	95	124
Non-conformances raised	1,700+	2,400+	2,100+	2,700+	3,000+	1,200	1,700
Number of self-assessment received	74	564	953	657	624	/	/
% of suppliers with Decent Work compliant status	98%	63%	21%	1%	0%	/	/

Training & internal audit

URD 2024: pages 106-113 section 2.2.1.1.3

Actions deployed

- Training and awareness programs deployed to specific populations.
- Self-evaluation with Key Internal Controls completed annually by all local entities.

Results

- 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.

	2025	2024	2023	2022	2021	2020	2019
Employees trained on Ethics Charter (%)	99.2%	99.4%	99%	97.5%	96%	93%	96%

Schneider Electric is expanding its KPI framework at local UK level in line with the 2025 U.K guidance to move beyond activity based metrics (such as number of audits) toward outcome based indicators. Beginning in 2026, KPIs will measure: (a) reduction in recurrence of non conformances, (b) resolution timelines, (c) worker voice sentiment changes, and (d) traceability improvements for priority commodities.

The 2025 guidance requires companies to disclose areas needing improvement.

Schneider Electric also acknowledges opportunities to strengthen (1) upstream Tier 2+ visibility, (2) migrant worker due diligence, and (3) remediation tracking documentation. These improvement plans are under implementation.

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. prioritize mitigation plans when necessary.

Furthermore, the Group's Internal Audit program includes specific tasks related to the Human Rights 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. Schneider Electric is a sponsor of the United Nation Global Compact labour and decent work intitative.

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)

Schneider Electric is an active member of the World Business Council for Sustainable Development (WBCSD), a 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.

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.

Copper Mark

Since 2024, Schneider Electric is part of the Copper Mark initiative, an assurance framework promoting responsible practices in the copper, molybdenum, nickel, and zinc value chains. It ensures environmental, social, and governance standards are met through third-party assessments.

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 functionsin 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 2025.

This statement has been prepared with explicit reference to the 2025 Home Office Updated Statutory Guidance, ensuring alignment with Level 1 and Level 2 expectations across all six reporting areas. It will also be published in the UK Government Modern Slavery Statement Registry once mandatory registration comes into effect.

Approval and sign-off:

Olivier Blum
CEO of Schneider Electric SE
Date: May 7th, 2026

Schneider Electric UK

This statement was approved by the Board of Directors of Schneider Electric UK Limited on May 21st 2026 [date].

David Hall
Director of Schneider Electric UK Limited
Date: May 21st 2026

Signed by:
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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

Schneider Electric Australia

This statement was approved by the sole of Director of Schneider Electric Holdings Australia Pty Limited on May 18th 2026.

Colette Munro
Director
Date: May 18th 2026.

Signed by:
C. Munro
AA85C2E8F144449...

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 as of May 14th 2026 by the Directors of Schneider Electric System Canada Inc.

Name: Emily Heitman

Position: President, Schneider Electric System Canada Inc.

Signed by:
Emily Heitman
BD3FA5201C794C4...

Name: Svetlana Chashkina

Position: Chief Finance Officer Schneider Electric System Canada Inc.

Signed by:
Svetlana Chashkina
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Name: Brett Richardson

Position: Head of Operational Excellence Schneider Electric System Canada Inc.

Signed by:
Brett Richardson
D0A6A0EAE218428...

This statement was approved as of May 14th 2026 by the Directors of Schneider Electric Canada Inc.

Name: Emily Heitman

Position: President, Schneider Electric Canada Inc.

Signed by:
Emily Heitman
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Name: Svetlana Chashkina

Position: Chief Finance Officer Schneider Electric Canada Inc.

Signed by:
Svetlana Chashkina
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Name: Frederick Morency

Position: VP Sustainability, Strategic Initiative & innovation Schneider Electric Canada Inc

DocuSigned by:
Frederick MORENCY
B604EA390A924B1...

This statement was approved as of May 21th 2026 by the sole Director of Planon Canada Inc.

Name: Peter Ankerstjerne

Position: CEO, Planon Canada Inc.

peter.ankerstjerne@planonsoftware.com peter.ankerstjerne@planonsoftware.com (21/05/2026 14:37:16 GMT+2)

This statement was approved as of May 21th 2026 by the Directors of IGE-XAO North America Inc.

Name: Jeanne Dumay

Jeanne Dumay
JEANNE DUMAY

Name: John Noel Francis

JOHN NOEL FRANCIS

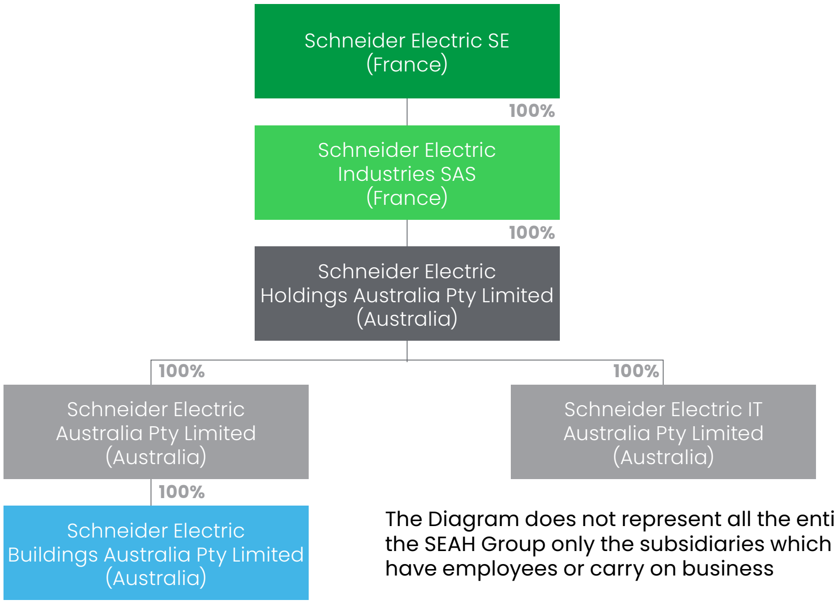
Appendix A: Focus on our Australian Business

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	Colette Munro (app. 27 February 2024)

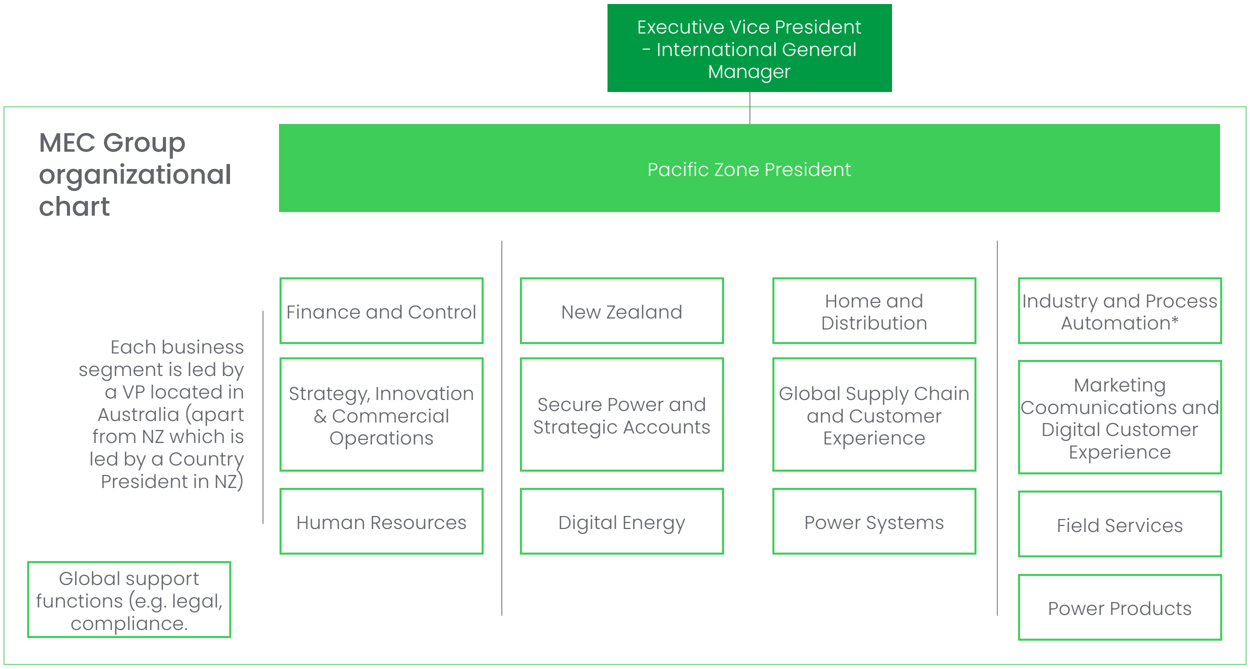
The entity is part of the Schneider Electric group.



The Diagram does not represent all the entities in the SEAH Group only the subsidiaries which either have employees or carry on business

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.



MEC Group organizational chart

Each business segment is led by a VP located in Australia (apart from NZ which is led by a Country President in NZ)

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 owed the Digital Energy business but this has now been transferred to SEAU.
- 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

- ◉ Head office
- ● Major sales offices
- ◎ Regional sales office
- ● Regional representation
- ◎ Manufacturing facilities

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

50+
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 are:

1. In Gepps Cross factory mainly producing electro-mechanical devices related to low voltage switching and power supply for domestic and industrial use applications.
2. In Benalla factory we are designing and manufacturing medium to low voltage transformers and kiosk power supplies mainly for utility, defence and mining applications. With a level of adaptation of low voltage boards and medium voltage switchgears.
3. In Gepps Cross we have adaptation of Medium voltage reclosers and Controllers.
4. In Ingleburn Sydney we have adaptation of Air Circuit Breakers, Power Factor Correction and other specialty offers.
5. Throughout Australia we offer Field Services for install base offers, we offer Energy Efficiency Services for auditing and improving consumption and we also offer Cloud Service Analytics related to Energy Management.
6. In Gepps Cross South Australia we have R+D capabilities that are designing all new offers as they relate to low voltage switches, sockets, and wiring device accessories being sold into Pacific Markets. At this site we also have capabilities for design and manufacture of bespoke "Specials".

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

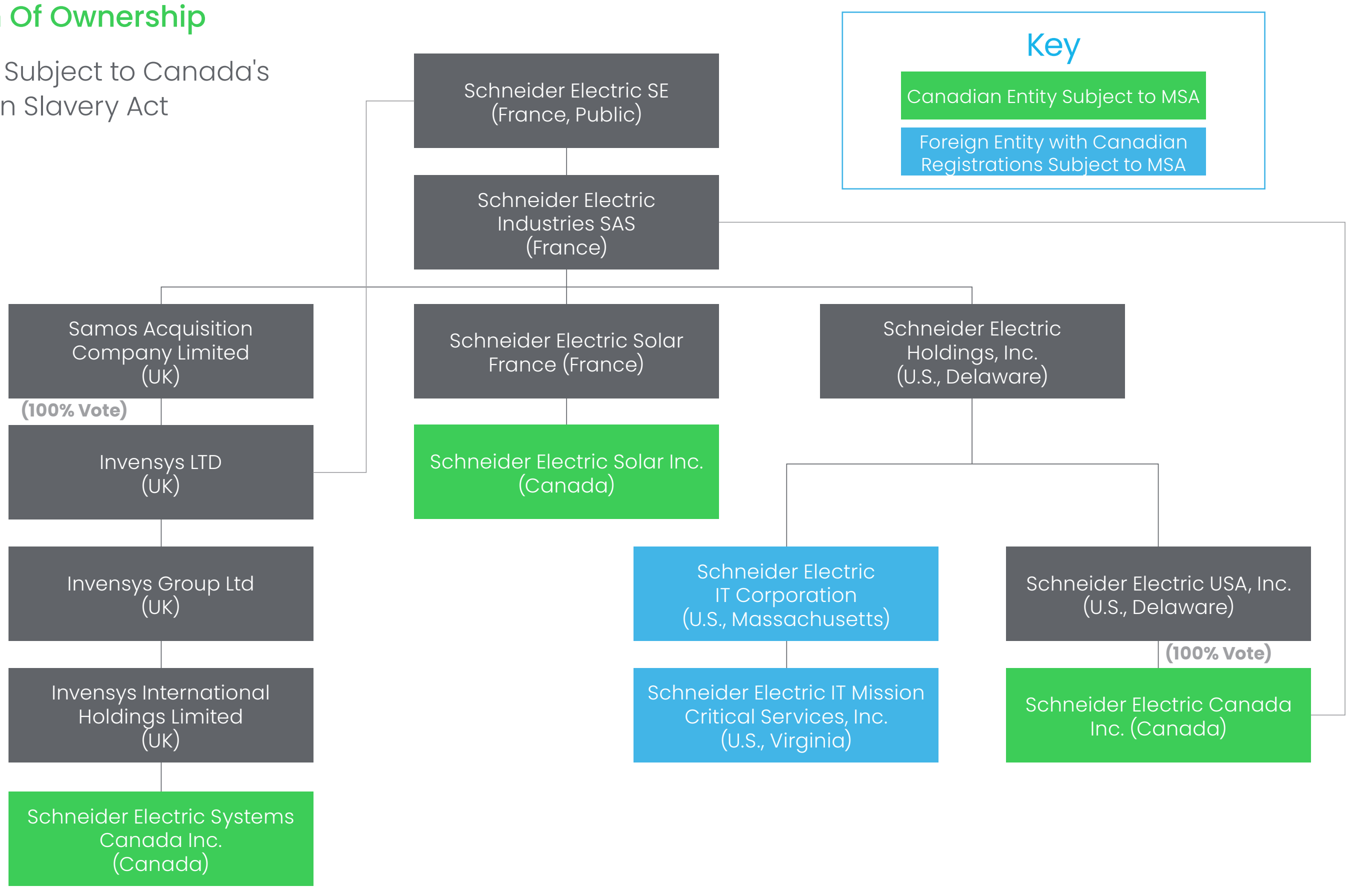
The Schneider Reporting Entities are indirect subsidiaries of the Publicly traded French Parent Company, Schneider Electric SE. See full ownership chain in Figure 1.

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

For more information, see Schneider Electric’s Global Annual Report.

Chain Of Ownership

Enities Subject to Canada's Modern Slavery Act

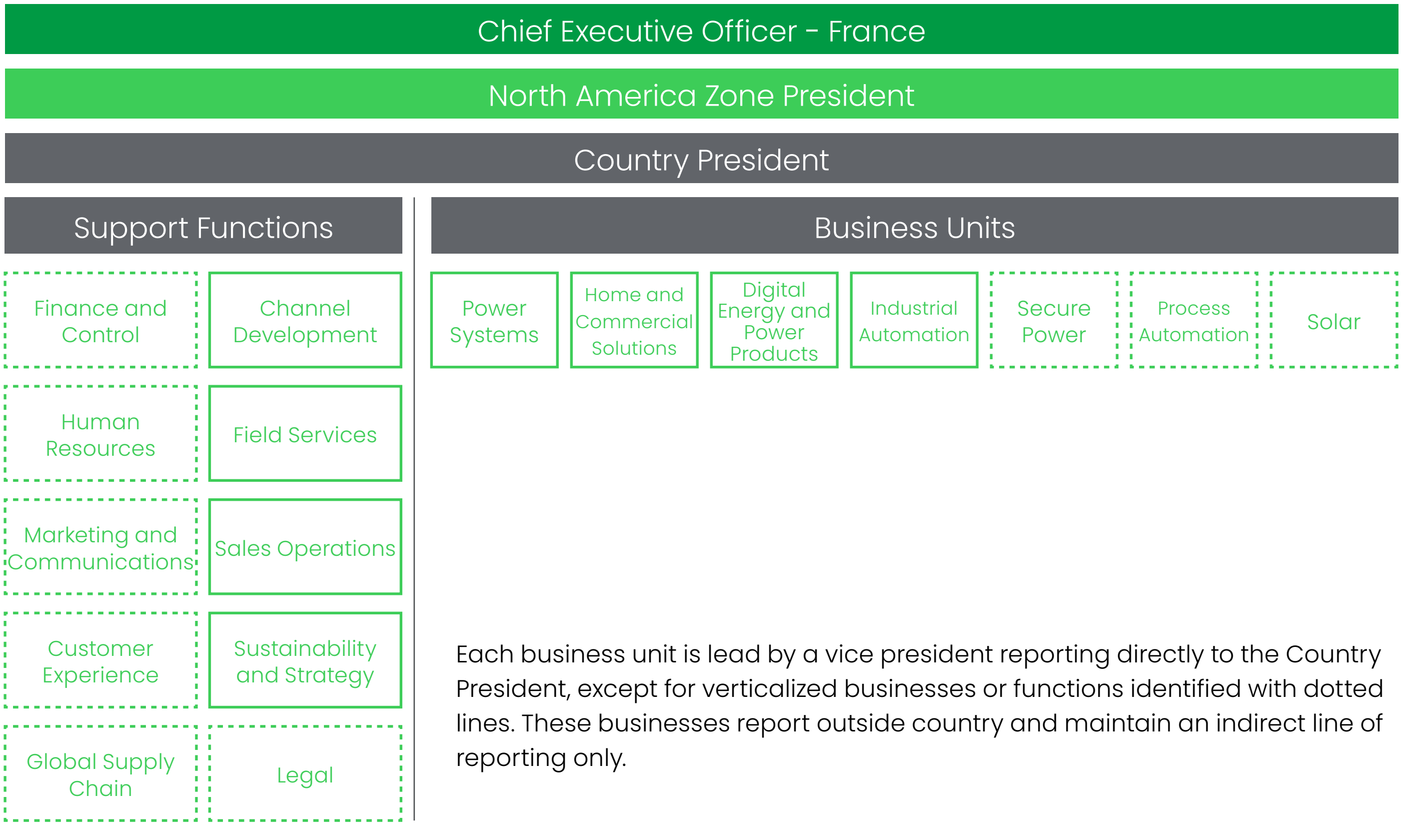


Leadership Structure

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



Each business unit is lead by a vice president reporting directly to the Country President, except for verticalized businesses or functions identified with dotted lines. These businesses report outside country and maintain an indirect line of reporting only.

Business Overview

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

Schneider Reporting Entities	Relevant Information
Schneider Electric Canada Inc.	**Place of Incorporation: Ontario, Canada** **Registered address:** 5985 McLaughlin Road, Mississauga, ON L5R 1B8 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.
Schneider Electric Systems Canada Inc.	**Place of Incorporation: Quebec, Canada** **Main Office:** 4 Lake St, Dollard-Des Ormeaux, QC H9B 3H9 Canada 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.
Schneider Electric Solar Inc.	**Place of Incorporation: British Columbia, Canada** **Main Office:** B316-8447 202 Street Langley, BC V2Y 4K1 Schneider Electric Solar Inc. develop best in class solar technologies powering photovoltaic systems throughout the worlds.
Schneider Electric IT Corporation	**Place of Incorporation:** Massachusetts, United States **Principle Place of Business**: 70 Mechanic Street, Foxboro, MA 02035 United States **Canadian Extra-Provincial Registrations:** • Quebec • Ontario • British Columbia • Manitoba • Alberta • Saskatchewan • Nova Scotia • New Brunswick • Newfoundland and Labrador 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.
Schneider Electric IT Mission Critical Services Inc.	**Place of Incorporation:** Virginia, United States **Principle Place of Business**: 6700 Tower Circle, Suite 700 Franklin, TN 37067 United States **Canadian Extra-Provincial Registrations:** • New Brunswick • Manitoba • British Columbia • Alberta • Ontario • Saskatchewan • Nova Scotia • Quebec • Newfoundland and Labrador 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.

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.

Training

Training is managed and assigned at a global level as described in the Global Statement. The Schneider Reporting Entities fit into this framework and are subject to this training.

Measuring effectiveness

As described in the Global Statement, Schneider Electric monitors the effectiveness of its efforts to combat Modern Slavery through Key Performance Indicators ("KPIs").

se.com

Schneider Electric Industries SAS
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