

Schneider Electric launches a capital increase reserved for employees

Rueil-Malmaison (France), January 30, 2026 - Schneider Electric announces today its intention to launch a capital increase reserved for employees under its Group Employee Savings Plans (*plans d'épargne salariale*).

This offering, which is in line with the Group's policy to develop employee shareholding, is intended to be proposed to Group employees in forty-six countries, including France. This plan covers around 85% of the employees of the Group.

The Board of Directors has delegated to the Chief Executive Officer the power to offer up to 3,700,000 shares (approximately 0.645 % of the share capital as of December 31, 2025). Beneficiaries will be able to subscribe to shares either directly, or through a *fonds commun de placement d'entreprise* ("FCPE"), at a price equal to 85% of the reference price. As with Schneider Electric's recent plans, the subscription period is expected to take place in the second quarter of 2026.

The payment and delivery of shares is expected to be made in the third quarter of 2026.

This offering aims to reinforce the attachment of employees to the Group by giving them the opportunity to be more involved in the Group's developments and future performance.

The above dates are indicative and are subject to change. They will be finalized by a decision of the Chief Executive Officer.

The admission of new Schneider Electric SE shares to trading on the Euronext Paris market (Code ISIN: FR0000121972) will be requested, at the latest, on the day of the capital increase. The new shares will be assimilated with the existing shares.

Special note regarding the international offering

This press release does not constitute an offer to sell or a solicitation to subscribe to Schneider Electric SE shares. The offering of Schneider Electric SE shares reserved for employees will be conducted only in countries where such an offering has been registered with the competent local authorities and/or following the approval of a prospectus by the competent local authorities or in consideration of an exemption from the requirement to prepare a prospectus or register the offering. More generally, the offering will only be conducted in countries where all required filing procedures and/or notifications have been completed and the authorizations have been obtained. This press release is not destined for, and copies thereof should not be sent to, countries in which such a prospectus has not been approved or such an exemption is not available or where all of the required filing procedures and/or notifications have not been completed or where the authorizations have not been obtained.

The securities described herein have not been and will not be registered with the U.S. Securities and Exchange Commission and may only be offered or sold in the United States in transactions that are exempt from the registration requirements of the U.S. Securities Act of 1933.

Employee Contact

The beneficiaries may address all questions regarding this offering to their contact person as indicated in the brochure included in the subscription materials that were provided to them.

This press release is made in reliance of the exemption from the requirement to publish a prospectus as defined in the EU Prospectus Regulation 2017/1129/EC, directly applicable in internal law of the member states of the European Union.

About Schneider Electric:

Schneider Electric is a global energy technology leader, driving efficiency and sustainability by electrifying, automating, and digitalizing industries, businesses, and homes. Its technologies enable buildings, data centers, factories, infrastructure, and grids to operate as open, interconnected ecosystems, enhancing performance, resilience, and sustainability. The portfolio includes intelligent devices, software-defined architectures, AI-powered systems, digital services, and expert advisory. With 160,000 employees and 1 million partners in over 100 countries, Schneider Electric is consistently ranked among the world's most sustainable companies.

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