

## 2026 Annual General Meeting: approval of all resolutions submitted to the Meeting.

**Rueil-Malmaison (France), May 7, 2026** - The ordinary and extraordinary Annual General Meeting (AGM) of Schneider Electric SE was held on May 7, 2026, chaired by Jean-Pascal Tricoire, Chairman of the Board.

### Main resolutions adopted:

The shareholders adopted all the resolutions submitted, and thus approved:

- The distribution of a dividend for 2025 of €4.20 per share which will be paid on May 13, 2026;
- The various resolutions relating to the compensation of the Chief Executive Officer, the Chairman of the Board and the members of the Board of Directors;
- The renewal of the mandate of Mr. Anders Runevad and the appointment of Mrs. Ellyn Shook and Mr. François Jackow as Directors;
- The opinion on the Company's climate strategy – Say on climate;
- All financial delegations to the Board of Directors, including the authorization to buy back Company shares.

### Synthesis of the debates:

The Annual General Meeting was the opportunity for Jean-Pascal Tricoire, Chairman of the Board, Olivier Blum, Chief Executive Officer, Nathan Fast, Chief Financial Officer, and Fred Kindle, Vice-Chairman & Lead Independent Director, to address shareholders and share their perspectives on the profound transformation of the global energy landscape. Against the backdrop of accelerating electrification, digitalization and artificial intelligence, they outlined the Group's strategy, "*Advancing Energy Tech*", reviewed Schneider Electric's 2025 performance and its ambitions through 2030, while also engaging with shareholders on key governance matters.

Jean-Pascal Tricoire opened the meeting with a keynote titled "The future is electric and digital", highlighting the profound transformation of global energy systems driven by electrification, digitalization and artificial intelligence. He underlined the central role of electricity in supporting security, competitiveness and economic growth amid rapidly rising demand and increasing pressure on energy systems. In this context, he positioned energy efficiency, system-level solutions and digital intelligence as critical enablers to decouple growth from energy consumption and emissions, and to lead the next era of energy and intelligence.

He also stressed the growing convergence between energy and AI, pointing to the rising power needs of data centers as well as the significant efficiency and sustainability gains enabled by AI across buildings, industry, infrastructure and grids. He concluded by reaffirming Schneider Electric's ambition to lead this next era, leveraging its long-standing technology leadership at scale, balanced global footprint and strong partner ecosystem, while emphasizing that performance and sustainability go hand in hand, supported by the Group's clear net-zero commitments across its operations and value chain, fully aligned with its purpose of bridging progress and sustainability for all.

Olivier Blum, Chief Executive Officer, presented “Advancing Energy Tech” as introduced by the Group to its investors at the 2025 Capital Markets Day, outlining how Schneider Electric’s unique position at the intersection of electrification, automation and digital intelligence supports long-term growth. He reviewed the Group’s strong 2025 performance, with record revenues above €40 billion, solid organic growth and continued margin and cash flow expansion, and highlighted the acceleration of the digital transformation, with digital revenues reaching 62% of the Group total. He emphasized Schneider Electric’s technology leadership, driven by AI-native, software-defined solutions and the expansion of Energy & Industrial Intelligence, enabling customers to design, operate and optimize systems more efficiently. Finally, Olivier Blum reviewed the Group’s strong sustainability performance, reiterated its leadership positions in ESG rankings, and reaffirmed Schneider Electric’s firm commitment to its net-zero roadmap across operations and the value chain, fully aligned with its ambition to advance Energy Tech to the next level of intelligence.

Mr. Blum then introduced Nathan Fast, recently appointed Chief Financial Officer, who reviewed the Group’s financial performance for fiscal year 2025. Schneider Electric delivered record revenues above €40 billion, up +9% organic, continued adjusted EBITA margin expansion to 18.7% (+50 bps organic), and strong free cash flow of €4.6 billion, exceeding €4 billion for the third consecutive year, with a cash conversion<sup>1</sup> ratio of 111%. These results supported further improvement in ROCE to 15.1%. Nathan Fast also reviewed the Group’s Q1 2026 performance, previously disclosed on April 30, 2026, with revenues of €9.8 billion, up +11.2% organic. He outlined expected trends for the year and the 2026 outlook, with adjusted EBITA growth of +10% to +15% organic, driven by revenue growth of +7% to +10% and margin expansion of +50 to +80 bps. Looking ahead, he presented the key financial targets shared at the December 2025 Capital Markets Day, including organic revenue growth of +7% to +10% CAGR over 2025-2030, margin expansion and strong cash generation, supported by disciplined capital allocation supporting sustainable short, medium and long-term shareholder returns. He concluded by reaffirming the importance of continuous and transparent dialogue with shareholders.

Jean-Pascal Tricoire then presented the main resolutions on the agenda, relating to the proposal to distribute a dividend of €4.20 per share for 2025, marking the 16<sup>th</sup> consecutive year of progressive dividend, and the composition of the Board of Directors. Mr. Tricoire outlined the composition, main missions, and roles of the various committees of the Board of Directors. He underlined the commitment, independence of spirit and professionalism of each member of the Board of Directors. He then presented the main resolutions on the agenda, relating to the composition of the Board of Directors.

At the end of the General Meeting, following the renewal of the mandate of Mr. Anders Runevad, the appointment of Ms. Ellyn Shook and Mr. François Jackow as Directors, the Board of Directors now consists in 15 directors from 10 different nationalities, including 92% independent directors<sup>2</sup> and 46% women<sup>3</sup>.

The Board of Directors’ committees will be composed as follows:

- Governance, Nominations & Sustainability Committee: JP. Tricoire (Chairman), F. Kindle, P. Knoche, J. Lee, A. Runevad;
- Audit & Risk Committee: J. Lee (Chairwoman), C. Delbos, Ph. Knoche, A. Ohlsson-Leijon;
- Human Capital & Remunerations Committee: E. Shook (Chairwoman), R. Félix, F. Jackow, F. Kindle, A. Ohlsson-Leijon;
- Investment Committee: A. Runevad (Chairman), G. Chierchia, J. Lee, LB. Tan, JP. Tricoire, B. Turchet;
- Digital Committee: A. Parasnis (Chairman), L. Ding, LB. Tan, JP. Tricoire.

<sup>1</sup> Conversion of FCF / Net Income (Group share)

<sup>2</sup> Excluding consideration of the Director representing employee shareholders and the Directors representing the employees.

<sup>3</sup> Excluding consideration of the Directors representing the employees.

Fred Kindle, Vice-Chairman & Lead Independent Director, then presented the resolutions on the agenda relating to the compensation of Corporate Officers and the members of the Board of Directors. He detailed the 2026 CEO compensation policies for which the Board wishes to maintain the overall balance and stability, ensuring a strong link between pay and performance, a fair alignment with employees and shareholders, and a focus on long-term value creation while implementing few adjustments linked notably to the methodology used to calculate the target of reduction of scope 3 upstream emissions for the LTIP. In addition, in response to the concerns expressed by certain shareholders at the 2025 AGM, and in line with the commitment taken by the Board of Directors in the shareholders' Letter dated April 7, 2025, a clarification for the CEO's severance indemnity has been proposed, this indemnity remaining capped at twice the annual fixed compensation and 24 months of monthly variable compensation received, and subject to the same stringent performance conditions. Regarding the Board, he also presented the new allocation mechanism for non-executive directors' compensation.

### **Approval of resolution n°15 – Say on Climate**

Schneider Electric submitted today its Say on Climate to the Shareholders' Meeting, inviting shareholders to express their views on the Company's climate strategy. This consultation, held for the second time three years after the first Say on Climate, coincides with the launch of a new Schneider Sustainability Impact cycle and reflects the Board's continued oversight of climate and sustainability matters. Its Say on Climate, approved by 98.03% of participating shareholders, reaffirms Schneider Electric's commitment to transparency, regular engagement, and the continued acceleration of its decarbonization journey for the benefit of all stakeholders.

Full results of votes, presentation and re-transmission of the AGM are available on the Company's website at the following address [Annual General Meeting | Schneider Electric Global](#).

Schneider Electric's half-year results and second quarter revenues will be released on July 30, 2026.

### **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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