VIGILANCE PLAN

21st April 2021
2nd Edition
# Vigilance Plan - 2021

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Introduction
Introduction: Duty of Vigilance

On 27 March 2017, a new law was debuted in France. The Duty of Vigilance (Law 2017-399) introduced a new legal framework by which French authorities could hold corporations accountable for their ethics. This legislature has aimed to:

- Improve accountability of multinational companies,
- Prevent serious incidents of human rights abuse or environmental harm anywhere in France or abroad,
- Allow parties to seek compensation for losses incurred from non-compliance.

This law requires eligible companies, like Schneider Electric, to implement a vigilance plan and report on their actions taken in accordance.

Although the law requires the creation of the Duty of Vigilance document presented here, our aim is to offer an overview of the steps Schneider has taken to behave as a responsible company. As you will see, many of the actions have been in part of our ethos for several years already.

Schneider’s ambition is to be an ethical company. Our values shape the way we do business with our many customers, partners, suppliers, and communities around the world. They inform the way we protect and foster human rights and guide our desire to make a positive impact on the planet and the environment.

By the end of this document we hope you have a better understanding of the commitments, ambitions, and actions we take to behave as responsible corporate citizens.

1.1 Schneider Electric’s Purpose and Mission

Change is needed now.

With only 10 years left to limit global temperature increase to 1.5 degrees and ever-increasing expectations for a better life and resilient business, good is not enough anymore. That’s why we are taking sustainability to the next level.

Schneider’s purpose is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. At Schneider, we call this “Life is on”.

We believe access to energy and digital is a basic human right. Our generation is facing a tectonic shift in energy transition and industrial revolution catalyzed by a more electric world. Electricity is the most efficient and best vector for decarbonization; combined with circular economy solutions, we will achieve climate positive impact as part of the United Nations Sustainable Development Goals.

Our mission is to be your digital partner for sustainability and efficiency. We drive digital transformation by integrating world-leading process and energy technologies to realize the full efficiency and sustainability opportunities for your business. We provide end-point 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 integrated solutions are built with safety, reliability and cybersecurity for your homes, buildings, data centers, infrastructure and industries. We are advocates of open standards and partnership ecosystems to unleash the infinite possibilities of an innovative, global community that shares our Inclusive and Empowered values and our Meaningful Purpose.

We are the most local of global companies. Our unmatched proximity to you, enables us to better understand, anticipate and adapt with agility to support your business continuity with high ethical standards in everything we do.
1.2 Our Global Footprint

Key figures for 2020

- €25.2 billion in revenues
- 5% of revenues devoted to R&D
- 41% of revenues in new economies
- 135,000+ employees in over 115 countries
- 191 manufacturing plants
- 70 distribution centers

1.3 Our Products

Safe and sustainable

We aspire to reconcile economic growth with a deep respect for nature. Making a positive impact on the environment starts with making high-quality products. Safety is always our first priority. We voluntarily subject our products to rigorous testing and scrutiny by independent third parties and standards authorities. What’s more, we take care to limit our consumption, use fewer resources, and develop circular-use systems that incorporate reuse, repair and recycling.

Trusted and responsible

Trust is the foundation of our business. We act in strict compliance with laws, regulations and standards. Our actions, interactions and transactions build trust within the communities, companies and countries we serve. We are a responsible company and we pursue sustainable, long-term and net-positive business practices.

Innovative and reliable

Our solutions bridge the gap between tomorrow and today. They enable our customers to streamline and refine their existing operations, while exploring new possibilities. We take pride in creating high-quality products known equally for their ingenuity and their reliability.
1.4 Our Value-chain

Schneider Electric serves customers in five end-markets: Buildings, Industries, Data Centers, Infrastructures, and Home & Residential. We deliver our range of products, solutions and software to customers either directly, or via intermediaries called channel partners. Our manufacturing relies on a large base of suppliers located all across the world.

**Suppliers:**
Schneider suppliers can be providers of raw materials to be transformed in Schneider factories, or providers of components and sub-assemblies that are put together in Schneider factories.

**Schneider Electric:**
Office sites and commercial sites: host our administrative functions. R&D facilities: host our research & development teams. These sites receive a specific level of security as they often are the place for electricity-related experimenting activities. Manufacturing: our facilities are mostly one of the following:

- Product factories: these plants are usually specialized by offer types and focused on one or several ranges of products.
- Equipment factories: these plants assemble customized systems that have been designed to the specifications of our customers.
- Distribution centers: these locations concentrate flows from product factories, then dispatch products to local Schneider delivery centers, or to customers.

**Partners and intermediaries:**
Schneider relies on several sales delivery models to get our solutions to our customers. These models can be grouped in two main types:

- The transactional model delivers standard products or simple systems. Here, the delivery path usually goes through channel partners, who add their specific value before the product reaches a final customer. This added value can be technical expertise, logistics or support.
- The project model delivers a complete solution to the final customer. This model may involve specific subcontractors, who handle a part of the project, and some postdelivery services and maintenance.
1.4 Our Value-chain

From raw materials to end customers: Schneider’s value-chain
1.5 Schneider Sustainability Impact

2018-2020 Schneider Sustainability Impact

Over the past three years, Schneider Electric has periodically published 21 indicators known as the Schneider Sustainability Impact (SSI). These have allowed to measure our progress on our ambitious sustainability commitments from 2018 to 2020, in line with our COP21 commitments and United Nations Sustainable Development Goals.

<table>
<thead>
<tr>
<th>Our megatrends &amp; SDGs</th>
<th>Our 21 goals 2018-2020</th>
<th>Overall score out of 10</th>
<th>Beginning 01/2018</th>
<th>Results Q4 2020</th>
<th>Target End 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>CLIMATE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Renewable electricity</td>
<td></td>
<td>--</td>
<td>3</td>
<td>80% ↑</td>
<td>9.32 ↑ 9</td>
</tr>
<tr>
<td>2. CO₂ efficiency in transportation</td>
<td></td>
<td>--</td>
<td>8.4% ↑</td>
<td>10% ↑</td>
<td></td>
</tr>
<tr>
<td>3. Million metric tons CO₂ saved on our customers' end thanks to EcoStruxure offers</td>
<td></td>
<td>--</td>
<td>134 ↑</td>
<td>120</td>
<td></td>
</tr>
<tr>
<td>4. Increase in turnover for our EcoStruxure Energy and Sustainability Services</td>
<td></td>
<td>--</td>
<td>17.6% ↑</td>
<td>25%</td>
<td></td>
</tr>
<tr>
<td>CIRCULAR ECONOMY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Sales under our new Green Premium program</td>
<td></td>
<td>30.5%</td>
<td>76.7% ↑</td>
<td>75%</td>
<td></td>
</tr>
<tr>
<td>6. Sites labeled towards zero waste to landfill</td>
<td></td>
<td>140</td>
<td>206 ↑</td>
<td>200</td>
<td></td>
</tr>
<tr>
<td>7. Cardboard and pallets for transport packing from recycled or certified sources</td>
<td></td>
<td>50%</td>
<td>99% →</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>8. Metric tons of avoided primary resource consumption through ecoFit, recycling, and take-back programs</td>
<td></td>
<td>--</td>
<td>157,588 ↑</td>
<td>120,000</td>
<td></td>
</tr>
<tr>
<td>HEALTH &amp; EQUITY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Scored in our Employee Engagement Index</td>
<td></td>
<td>65%</td>
<td>69% →</td>
<td>70%</td>
<td></td>
</tr>
<tr>
<td>10. Medical incidents per million hours worked</td>
<td></td>
<td>1.15</td>
<td>0.58 ↑</td>
<td>0.88</td>
<td></td>
</tr>
<tr>
<td>11. Employees have access to a comprehensive well-being at work program</td>
<td></td>
<td>13%</td>
<td>90% ↑</td>
<td>90%</td>
<td></td>
</tr>
<tr>
<td>12. Employees are working in countries that have fully deployed our Family Leave policy</td>
<td></td>
<td>--</td>
<td>100% ↑</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>13. Workers received at least 15 hours of learning, and 30% of workers' learning hours are done digitally</td>
<td></td>
<td>--</td>
<td>90% ↑</td>
<td>100%↑(1)</td>
<td></td>
</tr>
<tr>
<td>14. White-collar workers have individual development plans</td>
<td></td>
<td>32%</td>
<td>92% ↑</td>
<td>90%</td>
<td></td>
</tr>
<tr>
<td>15. Employees are working in a country with commitment and process in place to achieve gender pay equity</td>
<td></td>
<td>86%</td>
<td>99.6% ↑</td>
<td>95%</td>
<td></td>
</tr>
<tr>
<td>ETHICS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16. Increase in average score of ISO 26000 assessment for our strategic suppliers</td>
<td></td>
<td>--</td>
<td>+6.3↑</td>
<td>+5.5 pts</td>
<td></td>
</tr>
<tr>
<td>17. Suppliers under Human Rights &amp; Environment vigilance received specific on-site assessment</td>
<td></td>
<td>--</td>
<td>374 ↑</td>
<td>350</td>
<td></td>
</tr>
<tr>
<td>18. Sales, procurement, and finance employees trained every year on anti-corruption</td>
<td></td>
<td>--</td>
<td>94% ↑</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>DEVELOPMENT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19. Turnover of our Access to Energy program</td>
<td></td>
<td>--</td>
<td>x1.64 ↑</td>
<td>X4</td>
<td></td>
</tr>
<tr>
<td>20. Underprivileged people trained in energy management</td>
<td></td>
<td>148,145</td>
<td>281,737 ↑</td>
<td>400,000↑(2)</td>
<td></td>
</tr>
<tr>
<td>21. Volunteering days thanks to our VolunteerIn global platform</td>
<td></td>
<td>--</td>
<td>18,469 ↑</td>
<td>15,000</td>
<td></td>
</tr>
</tbody>
</table>

The arrow shows if the indicator has risen, stayed the same or fallen compared to the previous quarter. The color shows if the indicator is above (green) or below (red) the quarter objective of 9/10.

(1) Impacted by COVID-19

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**New 2021-2025 Schneider Sustainability Impact**

In 2021 Schneider enacted 6 long-term commitments that reflect our sustainability engagement:

- Act for a climate positive world
- Be efficient with resources
- Live up to our principles of trust
- Create equal opportunities
- Harness the power of all generations
- Empower local communities

These commitments are reflected in the new Schneider Sustainability Impact, that is built on 11+1 indicators. For each indicator, a 2025 target has been defined. These indicators will be measured on a regular basis and will allow to evaluate the results of our actions. The values for each indicator are published every quarter on Schneider Electric’s website.

### Schneider Sustainability Impact 2021-2025

<table>
<thead>
<tr>
<th>Long-term commitments</th>
<th>2021-2025 SSI programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Act for a climate positive world</td>
<td>1. Grow our green revenues to 80%</td>
</tr>
<tr>
<td></td>
<td>2. Deliver 800 megatons of saved and avoided CO2 emissions to our customers</td>
</tr>
<tr>
<td></td>
<td>3. Reduce CO2 emissions from top 1000 suppliers’ operations by 50%</td>
</tr>
<tr>
<td>Be efficient with resources</td>
<td>4. Increase green material content in our products to 50%</td>
</tr>
<tr>
<td></td>
<td>5. 100% of our primary and secondary packaging is free from single-use plastic and uses recycled cardboard</td>
</tr>
<tr>
<td>Live up to our principles of trust</td>
<td>6. 100% of our strategic suppliers provide decent work to their employees</td>
</tr>
<tr>
<td></td>
<td>7. Measure the level of confidence of our employees to report behaviors against our Principles of Trust</td>
</tr>
<tr>
<td>Create equal opportunities</td>
<td>8. Increase gender diversity, from hiring to front-line managers and leadership teams (50/40/30)</td>
</tr>
<tr>
<td></td>
<td>9. Provide access to green electricity to 50 million people</td>
</tr>
<tr>
<td>Harness the power for all generations</td>
<td>10. Create opportunities for the next generation – 2X number of opportunities for interns, apprentices, and fresh graduate hires</td>
</tr>
<tr>
<td></td>
<td>11. Train 1 million underprivileged people in energy management</td>
</tr>
<tr>
<td>Empower local communities</td>
<td>12. 100% of Country and Zone Presidents define 3 local commitments that impact their communities in line with our sustainability transformations</td>
</tr>
</tbody>
</table>
1.6 Principles of Responsibility

We are striving to remain a responsible company and this ambition has been summarized in our Principles of Responsibility. This document underwent a complete overhaul in 2019 and serves as a statement of what our company stands for. It is our charter of ethics and outlines the values that govern our actions and decisions.

Our Principles of Responsibility was inspired by several seminal texts, as well as, external standards and guidelines related to ethics, governance and compliance:

- The United Nations Declaration of Human Rights, the UN 17 Sustainable Development Goals (SDG's), and the 10 principles of the UN Global Compact.
- The principles stated in the ILO Conventions.
- The OECD guidelines.
- New legislation in nations we operate in (UK’s Anti-Slavery Act, France’s Duty of Vigilance legislation).
- Schneider’s membership of several institutions in the field of ethics and responsibility involved in creating a framework for action (Global Compact; Responsible Business Alliance; Entreprises pour les Droits de l’Homme - Businesses for Human Rights; Transparency International, Business for Inclusive Growth).

Principles of Trust: Our world is evolving, and to adapt to our constantly changing environment, our Principles of Responsibility will evolve in 2021 into Principles of Trust and will reflect our engagement to be a trusted partner for our employees, customers, business partners, suppliers, and stakeholders.
Risk Analysis
2.1 Risk Assessment Methodology

Regardless of the precautionary measures we take, our activities and operations inherently imply risks for the health of our environment or ecosystem on some level. It is our responsibility to examine these risks closely and counterbalance any adverse effects we contribute to. In doing so, we have developed a thorough and detailed risk assessment methodology.

In 2019, we developed a matrix specific to the Duty of Vigilance exercise. Our methodology is consistent with other risk evaluations maintained at group level but focuses specifically on the risks Schneider puts on its environment and ecosystem.

In 2020, we conducted a review of this matrix, following the same methodology as the previous year but also using the help of an external consulting firm to challenge our matrix and receive recommendations for improvement. Among the modifications introduced to improve the quality of the risk assessment, the main ones are:

- Refined definitions used for the sub-categories of risks (subdivisions of the five main ones), including deeper granularity.
- A different grouping of suppliers into categories that better reflect our purchasing channels.
- An extension of the risk analysis to local communities living around Schneider sites. A similar analysis has been started for communities living around customer projects sites, this analysis is currently on-going.

2.1.1 Categorizing risk: What kind of risks exist?

We have identified five main categories of risk:
1. Human Rights
2. Environment
3. Business Conduct
4. Offer Safety
5. Cybersecurity

Each category has been divided into specific risk areas (sub-categories). This allows for granular assessments of the risk level of each category based on the nature of its risk and its potential impact on the ecosystem.

2.1.2 Risk location: Where do risks occur?

We identified four areas where risks occur:
1. Schneider sites
2. Supplier sites
3. Contractors
4. Local communities living around Schneider sites, or around customer project sites (added in 2020)
The level of risk differs depending on the activity performed at any Schneider site. Therefore, we have segmented sites based on their function. For example, offices, factories with electronic processes, or factories with medium voltage systems. Business functions that travel frequently (sales, field services, etc.) are evaluated in a specific category known as “nomadic”.

The level of risk for our suppliers depends on the processes and technologies they use. Therefore, our analysis segments suppliers by type of component they have manufactured. Geographical location is also taken into account when selecting suppliers for the audit plan. Each risk level is assessed as an average for the whole category of components.

When implementing a customer project, like building a large electrical system at the customer’s site, Schneider will often work with sub-contractors who provide skills or expertise. This “off-site” project work implies a specific level of risk and therefore has been separated out from other suppliers’ sites.

We have started an assessment of how Schneider’s presence may impact the communities living nearby our sites. There are two cases: people living close to an established Schneider site (a factory, or an office building), and people living close to a construction site where Schneider is operating as a supplier (customer project). Communities have been assessed against three risk categories: human rights, environment and business ethics. The fourth category (offer safety and cyber security) is deemed not relevant for communities.

**Risk evaluation scale**

We assess risk on the following scale:

Non-existent < Low < Medium < High < Very high

The evaluation combines the probability of the risk occurring, with the seriousness of consequences from the risk. This is a raw evaluation of risk BEFORE considering the impact of mitigation actions. No very-high risks were identified in 2020 evaluation.

### 2.2 Evolution of Overall Risk in 2020

Our 2020 analysis has not revealed major changes or gaps that were not identified so far. The following evolutions are to be mentioned:

- The COVID-19 pandemic has impacted Schneider’s business in several ways, like other companies. A crisis management team was set up globally, with connections to local crisis management teams in countries. This has limited the risks of illness for Schneider teams, including those working at the contact of customers. The implementation of remote working and working from home has been supported by the deployment of digital tools and the implementation of processes specific to this new way of working. Overall this was positively received by employees, but it must be noticed that lockdowns, remote management and the complexity of working from home in a sometimes unprepared environment, have created difficulties for some employees and is resulting in a higher risk on morale, fatigue, health, and overall psycho-social risks. As the pandemic consequences will continue to create an impact in 2021, this is an area to be specifically watched.

- Regarding ethical business conduct, with the increased watch on human rights, geopolitical tensions leading to more trade controls and a potential higher pressure on ethical conduct internally and externally due to the adverse business situation in 2020, it is an area that is specifically assessed and monitored with several actions taken, such as a governance review to tackle new challenges.

- In 2020, clear and ambitious climate and resource targets have been defined for 2025 as part of our ‘Schneider Sustainability Impact’. This creates a clear and progressive path to reduce CO₂ emissions and material intensity of the Group’s operations and supply chain, reducing climate and resource-related risks.
• CO² risk level for Schneider is been slightly reduced as a combined result of travels reduction, lower business activity, and the launch of our new, SF6-free medium voltage offer which will reduce the potential emissions of green-house gas effects both at Schneider’s sites, and during the life-cycle of the product at the customer’s place. The deployment of this offer will accelerate in 2021, therefore accentuating this trend.

• Cybersecurity and data protection remain a point of very high attention, and Schneider is taking the subject very seriously. Several measures such as general and dedicated trainings, communication campaigns and closer manager discussions are implemented to protect employees, customers and stakeholders from threats and accompany them in the new concept of "work from anywhere".

• The specific risk analysis conducted on communities residing around Schneider sites has not revealed particular areas of concerns. The largest industrial and office sites have been reviewed and risk level has been evaluated as medium, or low. This is mostly because Schneider sites are situated in large urban areas, and therefore have very little impact on their immediate surroundings.

• A risk analysis exercise has been started on communities residing around customer projects sites. This exercise is currently on-going. The initial assessment estimates that risk level would rank as high (before mitigation measures) on Human Rights and Business Ethics, owing to the nature of locally contracted-work. The risk would rank as medium for topics related to the environment. A more granular analysis needs to complete this first approach.
Risk Mitigation
3.1 - Risk Mitigation in Schneider

3.1.1 - Human Rights

3.1.1.1 Schneider’s position on Human Rights

Schneider Electric is aligned with the following recognized international standards and framework:

- The ILO Declaration on Fundamental Principles and Rights at Work.
- The international human rights principles encompassed in the Universal Declaration of Human Rights.
- The OECD Guidelines for Multinational Enterprises, which formulate recommendations for companies, including for the respect of human rights.
- The Guiding Principles on Business and Human Rights of the United Nations (through the UN Global Compact).

In the Principles of Responsibility, Schneider Electric takes a strong position on what values it stands for. The “human rights and people development” section gives guidance on the following subjects:

- Respect, fairness and dignity.
- Diversity, inclusion and individual development.
- Safety at work.
- Health, well-being, and the way we work.
- Protecting the vulnerable against labor abuses.
- No tolerance for harassment.

Aligned with these standards, frameworks, guidelines and in order to define its position on human rights, Schneider Electric has formulated a specific global Human Rights Policy. It is applicable to all Schneider permanent or temporary employees working on our premises and aims at inspiring external stakeholders. It provides a framework based on “Protect, Respect, Remedy” and gives guidance to employees and teams on how to behave.

3.1.1.2 Risk analysis: specific comments on the risk matrix for Human Rights

Inside Schneider’s operations (including subsidiaries), the level of risk on Human Rights is still fairly low. It is an important part of our ambition to be a safe and great place to work, and several policies exist to provide the relevant framework to employees. Specific efforts are being made to communicate on our values and principles regularly.

In 2020, one specific evolution to be mentioned is the increase in risk level due to the COVID-19 pandemic and its consequences. For employees across the world, the situation has resulted in a significant change in working conditions (work from home, part-time working, etc.), and although these measures aimed at protecting employees and the company have been well understood, their consequences in terms of psycho-social risks are not to be underestimated, and are therefore the source of specific attention and monitoring. It is also noted that some specific populations, working on the field and often in direct contact with our customers, have been under significant pressure to maintain our support to critical infrastructures such as hospitals or utilities.
3.1.1.3 Actions supporting “decent workplace”
3.1.1.3.a – Fostering Diversity & Inclusion

Gender balance
Schneider has voiced strong commitments toward empowering and promoting female leadership. Since 2015, we have been engaged in the United Nations solidarity movement “HeForShe” by taking commitments and objectives:

- Increase the representation of women across the pipeline – 40% at entry, and 30% in top positions by 2020.
- Implement a worldwide pay equity process reaching 95% of our global workforce by 2020.
- Involve Group leaders and establish a dedicated executive-level governance body to drive gender equality across the Group.

In 2019 Schneider Electric reached, 100% commitment to the seven Women’s Empowerment Principles (WEPs) across its global leadership team. These WEPs guide businesses on how to empower women in the workplace, marketplace and community. All new country leaders take this commitment as part of their onboarding process.

Further, the Group launched the Schneider Women Leaders’ program (SWLP | ex- Women in Leadership initiative). Through SWLP, the Group supports female talents’ professional development through a virtual nine-month coaching program, ending with a three-day virtual global summit. So far, over 236 women have benefited from this program.

As of end of 2020 women make up 24% of the senior leadership and 25% of managerial positions. The Group has been focusing on hiring and including more women in sales and technical roles. Women currently make up 21% of science & technical roles and 19% of the sales services with a hiring rate of respectively 34% and 24%.

Rights and fair treatment for LGBT+ communities
We are committed to the UN Free and Equal Standards of Conduct for Business on Tackling Discrimination against Lesbian, Gay, Bi, Trans and Intersex People. By adopting these standards, we pledge to respect and stand up for the human rights of LGBT+ workers, customers, and members of the public, and to prevent discrimination against LGBT+ people.

In addition to these standards, the Group has also made, locally, public statements to support LGBT+ inclusion: Schneider Brazil, Chile, Argentina, Colombia and France have signed LGBT+ equality charters.

Internally, the Group launched a global LGBT+ Employee Resource Group (ERG): Schneider LGBT+ & Allies and in October 2020, the Group held global LGBT+ Awareness Month. Each week, video testimonials, podcasts, and educational materials were provided to employees.

Inclusion of persons with disability
We are committed to the inclusion of people with disabilities. Schneider Electric joined the International Labour Organization (ILO) Global Business Disability Network and signed their charter, committing to promote and include persons with disabilities throughout their operations worldwide.

In 2020, the Group held a weeklong global awareness campaign for people with disabilities. Educating employees about the variety of disabilities and actions that can be taken to be allies for building an inclusive environment.

In France, Schneider Electric signed a new three-year agreement with local unions (2019-2021) reinforcing its commitment on employment, inclusion and development of people with disabilities.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women in overall workforce</td>
<td>33%</td>
<td>33%</td>
<td>32%</td>
</tr>
<tr>
<td>Women in leadership teams</td>
<td>24%</td>
<td>23%</td>
<td>22%</td>
</tr>
<tr>
<td>Women frontline manager</td>
<td>25%</td>
<td>24%</td>
<td>nd.</td>
</tr>
<tr>
<td>Women hired</td>
<td>41%</td>
<td>40%</td>
<td>38%</td>
</tr>
</tbody>
</table>
disabilities. Schneider Electric France established several partnerships with targeted schools or universities to develop the visibility of professional opportunities to young talent with disabilities. In France, employees with disabilities account for 6.4% of the workforce, with 3.4% in direct employment and 3% in indirect employment.

Inclusion of nationality, ethnicity and race inclusion
Schneider Electric has a global commitment on ethnicity and racial equity, with countries in the lead to drive ambition and actions. The objective pursued for racial equity and inclusion is:
• Employee population is reflective of the communities operated by Schneider.
• Employees have equal opportunity for growth and training.
• Everyone feels safe, valued, and respected for who they are.
Schneider wants to ensure that its leadership footprint is in line with its business footprint. 41% of Schneider Electric’s revenues comes from new economies and 34% of the leadership team is from these new economies. Also, 85% of country presidents are either local or regional.

Gender pay equity
Through reward policies and processes, employees are compensated fairly and equitably for the skillset they possess and the value contributions they bring. Over the past years, proactive actions have been taken to remedy existing gaps, and also prevent new gaps from being created in the first place.
To systematically identify and address gender pay gaps, we have developed specific country commitments and processes and made significant progress to achieve gender pay equity. Today, 99.6% of employees across 110+ countries where Schneider operates are covered by the global pay equity review framework. Moving forward, the company will broaden its ambition to look beyond gender and has committed to attain and maintain a pay gap below 1% for all employees by 2025.

<table>
<thead>
<tr>
<th>Scope: World</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>Beginning of 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees working in a country with commitment and processes in place to achieve gender pay equity</td>
<td>99.6%</td>
<td>99%</td>
<td>92%</td>
<td>89%</td>
</tr>
</tbody>
</table>

Living wage
Through its Human Rights policy, Schneider is committed to paying employees in the lower salary ranges at or above the living wage to meet their families’ basic needs. In 2018, Schneider has initiated a global process (with an independent advisor) to analyze wage levels and employment practices against local living wage standards. At the end of 2019, the analysis had covered 63 countries, reaching 99% of our footprint. In 2020, COVID-19 pandemic and its complex impact on macroeconomics have made measurement difficult and likely lacking in relevance. However, Schneider remains committed to its living wage objective, which is to pay 100% of employees at least a living wage, and our living wage ambition will now extend to our supply chain with a new Schneider Sustainability Impact KPI “100% of our strategic suppliers provide decent work to their employees.”

Employee shareholding
The World Employee Share Ownership Plan (WESOP) is one of Schneider’s recurring key annual reward programs, offering employees across the world an opportunity to become owners of the company, at preferred conditions. In March 2020, the program was cancelled, and focus turned towards short-term priorities, starting with employee health and safety. WESOP will return in 2021 for 40 countries.
As end of 2020, the employee shareholding represented 3.6% of Schneider Electric SE’s capital and 6.1% of the voting rights. 75% of the Group employee shareholders were located outside of France, of which 13% are in China, 11% in India and 9% in US.

Social dialogue
Schneider Electric considers freedom of association and collective bargaining as fundamental right that must be respected everywhere, by complying with local laws in every country where the Group operates.
Social dialog is managed at country level by the HR leaders in conjunction with employee representative bodies and unions, and at transnational level with the European Works Council which covers most of geographical Europe. Social dialog is also taken into consideration by our social reporting system, where local HR teams report every year on the presence of trade unions, work councils, and Health and Safety Committees.
In France, Schneider Electric’s French Group Works Council is a forum for economic, financial, and social dialog between senior management and the representatives of employees from all
French subsidiaries. Due to the evolution of the law, Schneider Electric has negotiated a new agreement on the functioning of the Group Works Council in France.

### Employees represented by Scope world

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unions</td>
<td>66%</td>
<td>64%</td>
<td>67%</td>
</tr>
<tr>
<td>Works Council</td>
<td>70%</td>
<td>68%</td>
<td>68%</td>
</tr>
</tbody>
</table>

### Global family leave policy

The Global family leave policy provides a framework so that every employee, whatever the country of employment, can enjoy some specific leave for some of life’s special moments with their families. While the Group’s countries have flexibility to define eligibility and policy details per statutory/market requirements, the policy sets global minimum standards (parental leave 12 weeks for primary parent, 2 for secondary parent – Care leave and bereavement leave 1 week). At the end of 2020, Schneider reached the SSI objective with 100% of Schneider’s employees working in a country that has fully deployed this policy.

### 3.1.1.3.b - No tolerance for harassment

In the Principles of Responsibility, Schneider states that there is zero tolerance for harassment. Over the recent years, the company has deployed globally several trainings and communication campaigns to support this statement and reinforce employee awareness. In 2020, to strengthen this deployment, a position of Global HR Compliance Officer was created. One of the responsibilities of this role is to structure and animate a network of HR Compliance Champions in all regions to support compliance initiatives, grow awareness of policies, deploy trainings and investigate cases of HR-related subjects reported through our alert systems, including harassment cases.

Schneider has also deployed a specific “Speak up at Schneider” e-learning to strengthen confidence and encourage employees to report cases either directly or through the alert systems.

In 2021, further actions will be launched:
- An update of the Anti-harassment Policy.
- A training dedicated to “Building a culture of respect”, compulsory for all employees.
- A specific training for HR internal investigators, to establish a robust way to investigate HR alerts.
- A new Ethics & Compliance Risk assessment, including an evaluation of discrimination and harassment.

### 3.1.1.3.c - Employee career development

To support the development of employees, tools and processes are in place to ensure each employee is setting clear goals and have an Individual Development Plan (IDP) every year to guide their performance, development and learning, supported by the manager. In 2020, 98% of employees have had a performance review and 92% of white collars have completed an IDP. The launch of the Open Talent Market platform to all employees in 2020 has further strengthened the development culture by offering internal project and mentorship opportunities for everyone everywhere. This increased transparency supports employees drive their career and develop to their fullest potential at Schneider Electric.
3.1.1.3.d - Reinforcing a learning culture

“Learn Every Day”, as one of the Schneider’s Core Values, is key to ensure a resilient, future-ready workforce and sustainable career of employees. We identified key technical/functional skills, digital skills and power skills for each business and function and common skill focus areas across the organization. My LearningLink, Schneider’s global learning platform, provides employees with e-learning, webinars, social learning, classroom learning, assessments and full certification paths, in multiple languages. The average training time received per employee in 2020 was 24.5 hours. In response to the COVID-19 pandemic, there was a significant increase in utilization of digital learning from 39% in 2019 to 78% in 2020. In particular, there is a specific objective to connect workers in factories and distribution centers to ‘digital learning corners’ to ensure an inclusive environment for the development of all employees. 122 Digital learning corners are available across the world.

3.1.1.3.e - Measuring Employee Engagement

The measurement of the level of engagement of all employees, collecting expectations, commitment and sentiment on the ground, is organized in the form of a unique annual survey that combines qualitative and quantitative inputs. This survey is carried out digitally over the entire population of Schneider Electric. In June 2020, the Employee Engagement Index in addition to a specific set of questions linked to the COVID-19 situation were measured. The questionnaire was sent to 100% of the population and received a 68% response rate. The level of employee engagement recorded in 2020 is the highest since 2012, which demonstrates a sustainable strong commitment of employees toward the organization. A total of 50,000 verbatims and feedback were collected, which helped fine-tune the analysis of the results.

3.1.1.4 Actions supporting Health & Safety

3.1.1.4.a - Safety at work

The safety of our employees is the top priority for Schneider Electric. This applies to all employees and contractors working on our sites, as well as employees that are performing maintenance or service operations at our customers’ sites. The global and local EHS teams (Employee Health & Safety) organize a set of processes, communications and training programs. They also maintain a global management system and the measurement of specific indicators.

The top 5 hazards at Schneider measured since 2018 are:

- Electrical: 33%
- Falls: 22%
- Road: 6%
- PIT: 6%
- FPM: 11%

The Safety and Occupation Health Policy establishes the commitment that Schneider Electric has made to maintaining safe and healthy working conditions, to fulfil legal obligations, to engage employees in safety processes, and to continually improve the health and safety program, and is the cornerstone of its certified Safety Management System. In 2020, Schneider successfully achieved re-certification for ISO 45001 Safety Management System as part a fully integrated management system certified through Bureau Veritas. This certification is in place for over 200 manufacturing, logistics, and R&D locations.
To help employees apply essential safety rules, Schneider has deployed the “S.A.F.E. First” policy, which stands for “Self, Activity, Facility and Environment Check” and consists in a short list of questions that will guide an employee before starting any task, in order to achieve our goal of zero injuries. All S.A.F.E policy, information & communication encourages individuals and teams to reflect on safety before beginning any task, empowers employees to perform “S.A.F.E. First” checks and if “Unsafe? Stop Work!”.

The global safety strategy also takes into consideration the five guiding principles that help to determine actions to be taken as part of a work task. They are:

• Ensuring employees are qualified for the work task before performing work.
• Empowering employees to stop work if unsafe.
• Reporting opportunities for improvement.
• Resolving and sharing solutions to problems.
• Encouraging employees to care about their own safety and the safety of their co-workers and customers.

Annual Environmental, Health and Safety (EHS) assessments are performed in industrial sites worldwide (the EHS Assessment is a global process in which a site is evaluated using a 1-5 rating system) to identify opportunities and to recognize excellence. At regional and global levels, site results are consolidated to identify and prioritize actions to support site performance, training needs, and cross-site mentoring opportunities.

Training on hazards and their associated risks takes an important part. There are more than 390 safety-related training topics available internally. Employee e-learning training increased by 124% compared to 2019. Employees averaged 5.6 hours in 2020, compared to 2.5 in 2019. Overall, Health, Safety training represents 20% of the overall training given at Schneider.

Communication is important to ensure coordinated and standardized program deployment and is implemented through the website, quarterly Health & Safety spotlights, safety alerts, Global Safety Day, and employee engagement to identify safety opportunities. In 2020, over 300,000 employee safety opportunities were identified, a 20% increase from 2019, and are systematically investigated. Action plans are implemented when required and communicated to the relevant teams.

| | Scope: World / Per million hours worked |
|---|---|---|---|
| | 2020 | 2019 | 2018 |
| Lost-Time Injury Rate (LTIR) | 0.32 | 0.39 | 0.46 |
| Lost-Time Day Rate (LTDR) | 13.74 | 16.69 | 13.69 |
| Medical Incident Rate (MIR) | 0.58 | 0.79 | 0.94 |
| Number of Fatal Incidents | 1 | 1 | 1 |

3.1.1.4.b – Well-being and mental health in the workplace

Well-being

Well-being strategy is based on two principles:

• Empowering individuals through training and awareness.
• Providing a supportive environment through specific policies and programs.

This approach considers physical, mental, emotional and social aspects and is converted into customized local actions, to respond to the diversity of more than 100 countries, with a structured network of more than 50 Well-being Champions worldwide.

Flexibility at work

In October 2020, the Global Flexibility@Work Policy was updated, making it a global standard to work from home (WFH) two days a week, starting 2021. It comes in response to employees’ feedback in the latest global employee survey in which a large proportion of employees stated that they prefer a hybrid work model (mix of WFH and “work from office”). Additionally, the policy addresses hybrid work holistically, providing employees with mental health resources and training on best practices. The policy has been customized by countries so that its local deployment would be compatible with guidelines and rules implemented by local authorities in response to the COVID-19 pandemic.
Mental Health campaign
Since 2019, mental health has been part of the global well-being strategy, raising awareness within the organization and aligning with the World Mental Health Day. For its second year, the campaign ran in October 2020, building synergies with other transformations like Diversity & Inclusion, and Health & Safety.

Commitment to the United Nations Sustainable Development Goal #3 “Good health and well-being”
The commitment to well-being is also reflected in the Schneider Sustainability Impact, with a pledge that a combined key indicator of 90% of employees have access to a standard level of healthcare coverage and training to leverage their well-being (awareness). Employees have been trained in different topics such as new and smarter ways of working, the upside of stress, mindfulness at work, “energizing our people to perform”, and using strengths to prevent burnout.

3.1.2 – Environment

3.1.2.1 Comments on the risk
For Schneider’s own operations, 2020 risk matrix shows an overall slight reduction of the risk.

- The pollution risk is overall low and kept in control, and the reporting systems allow to keep track of what is happening in our factories across the world.
- The risk generated by Energy, CO2, and greenhouse gas emissions tends to be reduced from last year for two reasons: first, CO2 emissions have been reduced (in Schneider operations thanks to efforts to reduce our carbon footprint, but also with our upstream suppliers), and second our Medium Voltage offer is reducing its dependency on the SF6 gas with the launch of a new, SF6-free offer. This offer will reduce the risk of GHG emissions during the lifetime of the products, and improve the management of their end of life, therefore contributing to circularity.
- In 2020, clear and ambitious climate targets have been defined for 2025 as part of our ‘Schneider Sustainability Impact’, to deliver our 2030 commitments in line with a 1.5°C trajectory. This will help us set a clear and progressive path to reduce CO2 emissions of our operations and supply chain, reducing climate-related risks.
First Biodiversity impact evaluation

In 2020, Schneider assessed its end-to-end biodiversity footprint, leveraging the Global Biodiversity Score (GBS) methodology developed by CDC Biodiversité. The tool allows to visualize the pressure a company creates on the biodiversity and allows to better focus its efforts on the right actions to reduce this pressure.

The main findings were:

- Most of the supply chain pressure on biodiversity is upstream of the value chain, in supplier’s operations.
- The biggest source of pressure on biodiversity is Greenhouse gas emissions (69% of the footprint). Second comes land use for wood (for cardboards boxes and transportation pallets) and metal mining (included in our products such as circuit-breakers, contactors, switches, electrical enclosures, etc…).

Environment in Schneider’s industrial operations

ISO certification for robust environment and energy management systems: Schneider Electric’s Integrated Management System (IMS) covers the Group’s plants, distribution centers, and large offices. The IMS hosts ISO 14001, ISO 50001, ISO 9001, and OSHAS 18000/ISO 45001 compliance management systems. Each site is audited periodically, either externally by Bureau Veritas (every three years), or internally.

ISO 14001 certification for environment governance: Schneider certifies all industrial and logistics sites comprised of more than 50 employees within two years of their acquisition or creation, and all large tertiary sites of more than 500 employees. 232 sites are certified ISO 14001 end of 2020, representing approximately 72% of Group scope in terms of site surfaces, 76.5% in terms of energy consumption, and over 90% in terms of water consumption, waste generation, and VOC emissions. The Group’s environmental reporting scope and targets are based on the total of ISO 14001 sites.

ISO 50001 certification for energy governance: focusing on the highest energy-consuming sites, it is complementary to ISO 14001 certification and enables us to define a robust energy management plan.
governance and to support sites in reducing their energy footprint. The Group aims to certify all sites consuming over 5 GWh per year. By the end of 2020, 150 sites were certified ISO 50001.

In addition, our CLEARR program (Company-wide Look at Environmental Assessment and Risk Review) surveys manufacturing sites and focuses on historical and current environmental risks. Any environmental risks or liabilities identified are addressed through proper risk management activities. A complete overview of risks and mitigation actions are presented to the board Audit and Risks Committee.

**Product stewardship: EcoDesign of our products, Green Premium program**

Launched in 2008, the Green Premium eco-label introduced a transparent information-sharing system for the benefit of our customers. It initially allowed to comply with RoHS and REACH requirements, by deploying on a global scale EU-specific regulations. The program was subsequently enriched by providing transparent and digital environment information (life-cycle analysis and end-of-life instructions) for products. At a time where product norms and regulations are getting more complex and sometimes very regional, centralizing product information and making it available in a transparent data base has become very important for our customers.

In 2015, the program took another step with the launch of the “EcoDesign Way”, which embedded the Green Premium principles into the offer creation process.

In 2018, Green Premium was upgraded to address our customer’s growing need for differentiating environmental performance.

### 3.1.2.2 Actions to support “energy, CO₂ and green house gas” control

**Schneider’s carbon footprint**

As part of our efforts to reduce carbon footprint, we are measuring our annual CO₂ emissions in scope 1, 2 and 3. These figures are available in our annual report, and are also reported in the CDP.

Schneider’s operations are rather light in terms of carbon emissions. Operations are mostly composed of offices where CO₂ is in large part linked to heating and cooling, and of factories where processes are manual or automated assemblies of components, therefore not energy intensive. This explains the relatively small level of emissions in scopes 1 and 2. Scope 3 upstream, by comparison, is much more significant as it includes the raw materials that are extracted and transformed by suppliers to become components and sub-assemblies. These components will be later assembled in Schneider factories.

Carbon emissions in 2020 are lower than last year. In scope 1 and 2, this is mostly due to the accelerated shift to renewable electricity. In scope 3, the lower business activity (largely due to Covid19) has been a major influencing factor in the reduction of CO₂ emissions, especially the reduction in business travel and commuting.

<table>
<thead>
<tr>
<th>2020 - CO₂ emissions in Tons</th>
<th>Scope 1</th>
<th>Scope 2</th>
<th>Scope 3 Upstream</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy</td>
<td>61,872</td>
<td>145,207</td>
<td>51,151</td>
</tr>
<tr>
<td>Business travel</td>
<td>73,229</td>
<td></td>
<td>33,304</td>
</tr>
<tr>
<td>purchase of goods &amp; services</td>
<td></td>
<td>6,137,388</td>
<td>497,761</td>
</tr>
<tr>
<td>Freight</td>
<td></td>
<td>146,723</td>
<td>63,863</td>
</tr>
<tr>
<td>Commuting</td>
<td></td>
<td></td>
<td>31,872</td>
</tr>
<tr>
<td>Capital goods</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Waste</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SF6 fugitive leakage</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total 2020 emissions</strong></td>
<td>142,149</td>
<td>145,207</td>
<td>6,966,062</td>
</tr>
<tr>
<td><strong>Variation vs. 2019</strong></td>
<td>-21%</td>
<td>-43%</td>
<td></td>
</tr>
</tbody>
</table>
Schneider’s carbon footprint evolution 2017-2020
Over the last 4 years, Schneider’s efforts have been directed at reducing its carbon footprint. The gradual shift towards renewable electricity, and the Energy Action Programs that have enabled sites to optimize their use of energy thanks to Schneider’s own products and solutions, have allowed to reduce the combined scope 1 & 2 emissions from 698,162 tons in 2017 to 287,356 tons in 2020.

Energy Action program
Schneider Electric sites are mostly low consumers of energy compared with other industries because industrial processes are discrete and products are assembled. The Schneider Energy Action program uses site energy experts along with Schneider Electric’s Energy and Sustainability Services (ESS) team to report and analyze energy consumption, to identify energy savings opportunities, and to deploy actions. Since 2005, Schneider Electric has fixed annual objectives for energy efficiency each year, as part of the Schneider Energy Action program. During the 2018-2020 Company program, the energy efficiency target was achieved, with a 10% reduction in energy consumption compared to 2017 (climate and level of production standardized).

Schneider Electric is implementing its own suite of systems and solutions to deliver energy savings. Over 115 Schneider smart factories and distribution centers are leveraging our EcoStruxure™ architecture:
- Connected meters and sensors to monitor energy quality and consumption level.
- Edge control power monitoring software to optimize daily operations,
- Analytics and services to benchmark energy performance and optimize maintenance.
- Asset Performance Management software also enables us to optimize operations and maintenance, for maximum uptime and longevity.

These "smart factories" are used as live showcases to perform demonstrations for our customers. Five of them have received "lighthouses of the fourth industrial revolution" distinctions by the World Economic Forum.

Objective 100% renewable electricity by 2030
In 2017, Schneider Electric joined RE100 and committed to source 100% of electricity from renewables by 2030. In 2020, the Group sourced 80% of its electricity from renewable sources, up from a starting point of 2% in 2017, to 30% in 2018, and to 50% in 2019. To reach this target, the Group leverages four complementary tools: green tariffs, renewable certificates, power purchase agreements, and on-site generation coming mostly from solar photovoltaic panels.

100% electrical company cars by 2030
At the end of 2019, Schneider joined EV100 with the commitment to switch to 100% electric cars by 2030. The program has been prepared in 2020 and will be launched at the beginning of 2021, with the intermediary target to switch one third of the company car fleet by 2025.

Phasing-out SF₆ gas in Schneider Electric’s offers
SF₆ is a synthetic gas that has high electric insulation characteristics. It has therefore been used widely by the electrical industry in medium and high-voltage circuit-breakers and power substations. Although it is a non-toxic gas, it has a significant impact on the green-house effect and therefore represents a risk to the environment.

In 2020, Schneider Electric initiated the launch of a new offer of medium voltage circuit-breakers, entirely SF₆-free. This launch will be accelerated in 2021, and the range of SF₆-free products will be gradually enlarged until all our medium-voltage switchgears are entirely SF₆-free. Eventually, Schneider is getting ready for a future complete ban of SF₆.

Our efforts are also focused on process improvement in our medium-voltage manufacturing plants and R&D laboratories, to reduce SF₆ leakage during the different phases of manufacturing. For example, conducting the seal testing processes of our products with helium instead of SF₆.

Schneider is also a member of a worldwide community of SF₆ experts sharing best practices for processes, procedures, tools and training. As a result of these actions, SF₆ leakage rate has been reduced from 4% in 2008 to 0.14% by the end of 2020.

<table>
<thead>
<tr>
<th>CO₂ emissions in Tons (TCO₂e)</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1</td>
<td>142,149</td>
<td>179,834</td>
<td>188,992</td>
<td>186,560</td>
</tr>
<tr>
<td>Scope 2</td>
<td>145,207</td>
<td>256,542</td>
<td>380,561</td>
<td>511,602</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Renewable Electricity</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope: World</td>
<td>80%</td>
<td>50%</td>
<td>30%</td>
</tr>
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In 2020, Schneider Electric used a standardized CO₂ emissions reporting with worldwide coverage of all transport modes. This reporting tool was developed with the help of a third-party provider and requires transport providers to supply every month an accurate reporting about the freight carried for Schneider Electric. The methodology is certified by Bureau Veritas.

The initial target was to reduce CO₂ intensity in transports by -10% between 2017 and 2020. The reduction achieved end 2020 is -8.4%.

- Overall CO₂ intensity in transports in 2020: -8.4% vs. 2017
- Of which Air and Sea transport: -34% vs. 2017
- Of which Domestic Air and Road transport: +31% vs. 2017

Green IT
Schneider is implementing a Green IT initiative to measure and optimize the environmental footprint of its information systems. The first step was to participate in the 2018 “WeGreenIT” study conducted under the patronage of the WWF by Club Green IT. The results demonstrated that the yearly resource footprint of IT per end user is 800 kg of CO₂, 5,740 kWh of primary energy, 14,000 liters of water, and 3 kg of electronic waste, placing Schneider Electric in the average of the 18 participating companies representing 880,000 end users.

The second step was to start action plans to optimize this environmental footprint. These actions cover the following areas:

- **End-user equipment**: IT Asset Management Policy and standards have been modified, with a strong focus on standardization, sustainability, and circular economy. “Responsible Recycling” compliant vendors are prioritized for our IT Asset Recovery Services. Refurbishing and second life for PCs allow to extend their lifecycle by one to two years.

- **Equipment Carbon footprint reduction**: New PCs are between 15% (desktops) and 30% (laptops) more energy efficient than the corresponding old replaced equipment at the end of its lifecycle. By holding our IT vendors to sustainability requirements, we have reduced annual CO₂ emissions by 1,000t CO₂ and annual energy consumption by 100 MWh.

- **Optimization of data center footprint is done using two levers**: The rationalization of on-premise servers and the move to cloud. In 2020, we have accelerated our journey to the cloud, partnering with providers who have made commitments to sustainability and carbon neutrality. With this effort, approximately 38% of overall IT footprint has been migrated to the cloud in 2020 with the goal to increase this to 60% by the end of 2021. The hosting of the Schneider Infrastructure for Europe & Global applications is provided by our partner IBM, in data centers that are ISO 14001 and ISO 50001 certified for the environmental management of IT and were awarded “Participant” status in the EU Code of Conduct (CoC) for Energy Efficiency in Data Center program of the European Union.
3.1.2.3 Actions to support “pollution and substances” control

Water

Most industrial processes in Schneider factories are manual and automatic assembly, therefore water is generally not a critical resource, and the Group has a minimal impact on water quality. Water is primarily used for cooling and sanitary purposes and, in a few select sites, for processes such as surface treatment. Water drawn for the sole purpose of cooling and immediately released without alteration is monitored specifically. For industrial water use, water discharge is subject to appropriate treatments to reduce pollutant potential and it is subject to a monitoring plan.

In 2020, water management and performance information were disclosed in the CDP Water program, and Schneider Electric was awarded an A-rating. Schneider Electric’s ambition is to reduce water intensity (in m³ of water consumption per euro of turnover) by 5% in 2020 versus 2017, with a focus on sites with high water consumption and within severely water-stressed areas. In 2020, water consumption intensity was 76 m³/EUR of revenue, an evolution of -29.6% against the 2017 baseline.

Pollution and specific substances monitoring

Spills, discharges and emissions: Schneider Electric sites are mainly located in urban or industrial areas. None of the Group’s businesses involve extraction or land farming. Schneider does not operate any Seveso-type industrial site.

In 2020, Schneider Electric manufacturing sites conducted their annual review of pollution risks as part of ISO14001 monitoring:
- No significant spills or discharges with known harmful impacts on soil pollution were reported in 2020 on any Schneider site.
- No significant spills or discharges with known harmful impacts on water or air pollution were reported in 2020.

Emissions of NOx and SOx and particles into the air are monitored at the site level in accordance with applicable legal requirements and verified via ISO 14001 audits. These emissions are not consolidated at Group level.

Hazardous materials are stored, handled and used in compliance with regulations and with appropriate pollution protection mechanisms.

Volatile Organic Compounds (VOC): these emissions are primarily linked to production. Schneider Electric is committed to reducing VOC emission intensity by 10% every three years with specific action plans for sites that represent more than 80% of our total emissions. VOC emissions decreased from 29kg/Million EUR in 2017 to 18kg/million EUR in 2020 (-39%).

CFC and HCFC emissions are monitored locally, in accordance with applicable regulations. These emissions are mainly due to the operation of air conditioning systems and are not directly linked to our industrial activities. These emissions are not consolidated at Group level.

RoHS, REACH, environmental disclosure

SCIP product database: 2020 was dedicated to actively following the development and testing of the SCIP trial versions, giving feedback and constructive remarks to ECHA with the support of our professional associations. The SCIP database has been available since the beginning of November 2020 and we have begun to manually upload relevant data with the objective of covering information about our main products by January 5, 2021, which is the official opening deadline. 2021 will be dedicated to automating the upload process thanks to a new compliance tool under development.

Reach: The implementation of the European Court of Justice decision in case C-106/14 (OSA: once an article, always an article) is fully deployed in our compliance tools, and most of our
3.1.2.4 Actions to support “waste and circularity”

Waste disposal, waste recovery, “waste as worth” program

The “Waste as Worth” program is designed to ensure that Schneider Electric reduces the volume of waste it produces and generates value through better segregation, recovery and recycling. Towards zero waste to landfill: Schneider sites are embarked into the program by implementing local actions contributing to reduce the volume of waste, increase the level of recycling and divert waste from landfill. Such actions can be for example the reduction of packing material, the recycling of transportation pallets and cardboards, or the elimination of single-use plastic. End 2020, 206 sites achieved the “Towards zero waste to landfill” status (target 200 in 2020).

Annual volume of waste generated is 125,292 tons, a reduction of -17.7% compared to 2019. Continuous improvement plans have been deployed to manage this waste, in line with the ISO 14001 certification. In 2020, the Group recovered 96.3% of total waste reported (recovery ratio includes material and energy recovery). This recovery ratio has increased from 81% to 96% since 2009.

<table>
<thead>
<tr>
<th>Scope: World</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total waste produced (tons)</td>
<td>125,292</td>
<td>152,171</td>
<td>154,940</td>
</tr>
<tr>
<td>Non-hazardous waste (tons)</td>
<td>117,607</td>
<td>143,149</td>
<td>145,391</td>
</tr>
<tr>
<td>Non-hazardous waste recovery (%)</td>
<td>96.3</td>
<td>95.2</td>
<td>94.6</td>
</tr>
<tr>
<td>Of which metal waste recovery (%)</td>
<td>99.99</td>
<td>99.97</td>
<td>99.90</td>
</tr>
<tr>
<td>Nb of sites “Towards Zero Waste to Landfill”</td>
<td>206</td>
<td>193</td>
<td>178</td>
</tr>
</tbody>
</table>

Waste segregation focuses on maximizing the recycling potential, both in terms of quality and quantity of recycled material. In 2020, the Group recovered 99.99% of reported metal waste.

Hazardous waste intensity: in 2020, hazardous waste generation amounted to 7685 metric tons, of which 99.8% is recovered according to Schneider standards. Hazardous waste intensity was 0.3 tons /million EUR of revenue, an evolution of -27% versus 2017.

<table>
<thead>
<tr>
<th>Scope: World</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hazardous waste produced</td>
<td>7,685</td>
<td>9,022</td>
<td>9,549</td>
</tr>
<tr>
<td>Hazardous waste channeled according to Schneider Electric expectations</td>
<td>7,667</td>
<td>8,727</td>
<td>9,239</td>
</tr>
</tbody>
</table>

Cardboards and pallets for transportation are 99% coming from recycled or certified sources in 2020.

Environmental disclosure with Product Environmental Profiles (PEP)

Schneider Electric is disclosing product environmental information using the “Check a Product” platform, a public website providing all relevant product environmental information. A Product Environmental Profile (PEP) is a quantitative, life cycle assessment of a product. Environmental Disclosure is a mandatory requirement of the Green Premium™ program. At Schneider, there are two types of PEP available:

1. Certified: a type III Environmental Declaration in compliance with ISO 14025. The certified PEP is externally reviewed by an accredited verifier and published by a program operator according to the rules provided by this operator (e.g. PEP Ecopassport – www.pep-ecopassport.org). In January 2020, 336 certified PEP were published on the PEP Ecopassport association website.

2. Internal: the internal PEP follows the exact same rules as the certified one. However, an internal PEP is reviewed internally and therefore cannot be registered through an independent program operator. A process of accreditation for internal verifiers guarantees the good level of internal PEP verifications (training done by an external consultant). Verifiers check PEPs from other lines of business than their own, thus ensuring independence. Internal PEPs comply with the ISO 14021 self-completed declaration.

In 2019, 77% of product revenue was covered by a PEP including 34% of ISO 14025 type III certified declarations and 43% of ISO 14021 type II self-completed internal declarations.
### 3.1.2.5 Environment: looking forward

**Schneider 2050 Carbon ambition**

Schneider is committed to sharply reduce its CO₂ emissions from its own operations, engage suppliers to transform the supply chain and help customers achieve zero CO₂ emissions in their own operations. Schneider Electric’s carbon pledge is built with the following milestones:

- Before 2025, demonstrate that Schneider Electric is carbon positive together with its customers and partners, thanks to CO₂ savings delivered by EcoStruxure™;
- On the Group’s operations (scope 1 and 2): be carbon neutral by 2025 (allowing CO₂ offsets) and net-zero CO₂ emissions by 2030 (with no CO₂ offsets);
- On indirect emissions (scope 3) in its supply chain and with customers: reduce emissions by -35% by 2030 (versus 2017) by actively engaging suppliers to accelerate their climate strategy and sourcing greener materials, as well as reducing offers’ emissions on customers’ ends;
- Become carbon neutral on the Full end-to-end footprint by 2040 (scope 1, 2, and 3 with quality CO₂ offsets), 10 years ahead of 1.5 °C trajectory. This means that all Schneider Electric’s products will be carbon neutral in 2040;
- Engage with suppliers to move towards a net-zero CO₂ supply chain by 2050 (with no CO₂ offsets).

The Group’s 2030 targets (net-zero CO₂ emissions on scope 1 and 2, and -35% on scope 3) are a validated 1.5°C Science-Based Target.

### 3.1.3 – Business Ethics

#### 3.1.3.1 Risk Analysis: comments on the risk matrix

#### 3.1.3.2 Actions to support "ethical business conduct"

**3.1.3.2.a Ethics & Compliance program global governance**

Schneider has built a strong specific governance system to lead the Ethics & Compliance (E&C) program with responsibilities at every level of Schneider:

- At board level, the Board Audit and Risks Committee reviews annually the E&C program’s effectiveness and the allocation of resources to the program;
- At executive level, the program is overseen by the Group Executive Committee through the Group Ethics & Compliance Committee. This bi-annual committee defines the program’s strategy and priorities;
- At corporate level, the program is operationally assisted by the Group Operational Compliance Committee and the Group Disciplinary Committee whose mission is to deploy a “Speak-up culture”, maintain an efficient whistleblowing system, and provide a fair and transparent disciplinary policy.
Risk Mitigation

In operations, regional Ethics & Compliance committees ensure the implementation of the Group E&C program. They rely on Regional Compliance Officers who drive the implementation in countries, with the support of 200+ Ethics Delegates worldwide and relevant subject matters experts at local levels.

Governance of the Ethics & Compliance program

- Board – Audit & Risk Committee
  - Define, explain and disseminate priorities

- Executive Committee
  - Policies, processes
  - Risk Assessment
  - Due Diligence
  - Training & Awareness
  - Controls & Audit
  - Whistleblowing

- Group Operational Compliance Committee (GOCC)
  - Detect and manage non-compliance

- Group Disciplinary Committee
  - Disciplinary review of non-compliances and levy sanctions

- Regional and Country Ethics & Compliance Committee
  - Ensure implementation of Ethics & Compliance program according to risks

- Compliance Officers & Ethics Delegates
  - Support employees in navigating with our Principles of Responsibility and prevent, detect and manage non-compliance

3.1.3.2.b Monitoring the Ethics & Compliance program

The Ethics & Compliance program monitoring is integrated in the Group’s Key Internal Controls (KICs). To evaluate the maturity and effectiveness of the program, two main controls points are verified:

- The Principles of Responsibility (PoR) & associated alert systems.
- The Business Agent Policy.

Whenever an evaluation indicates points of weakness, action plans must be set up and their implementation is monitored by internal auditors.

The Group’s Internal Audit program also includes specific tasks that are related to the E&C program, or to activities or subsidiaries for which an evaluation of the maturity and effectiveness of the program needs be reviewed. Several internal audits were conducted in 2020 resulting in recommendations related to the improvement of the E&C program.

3.1.3.2.c Global Ethics & Compliance culture and policies: training, E&C day, list of policies etc.

To strengthen the connection between global E&C programs and everyday behaviors, our Principles of Responsibility are complemented by global and local policies that provide specific answers and guidance. On ethics and compliance matters, Schneider Electric has deployed several policies: Anti-Corruption Code of Conduct (aligned with French Sapin II law requirements), Gifts & Hospitality Policy, Conflict of Interest, Competition Law Policy, Business Agent Policy, Anti-Harassment Policy and Export Control Policy.

These policies are supported by specific learning tools: Principles of Responsibility learning is mandatory for all Schneider’s employees and an anti-corruption e-learning suite has been deployed, mandatory for populations targeted as exposed to potential corruption risks (38,000 targeted employees).

% of Schneider employees who completed the training

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<tr>
<th>Scope: World</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
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<tbody>
<tr>
<td>Principles of Responsibility</td>
<td>93%</td>
<td>96%</td>
<td>N/A</td>
</tr>
<tr>
<td>Anti-corruption</td>
<td>94%</td>
<td>94%</td>
<td>68.6%</td>
</tr>
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</table>
In November 2020, Schneider Electric organized its first global “Ethics & Compliance Day” campaign in order to promote its values on business ethics and promote a “speak-up” culture. Two global webinars were held, complemented by a series of local events in countries.

3.1.3.2.d Focus on anti-corruption
Schneider Electric applies a zero-tolerance policy towards corruption and is committed to comply with every applicable laws and regulations related to anti-corruption. Specifically, to meet legal obligations specified by the French Sapin II law, the Company launched a corruption risk mapping exercise. Conducted globally in 2018 and regionally in 2019, action plans were implemented to address the risks identified. The Group also renewed its Anti-Corruption Code of Conduct in November 2019, as well as several other policies providing guidelines on how to conduct business and reduce the corruption risk, such as the Gifts & Hospitality Policy and the Business Agent Policy. Specifically, for business agents, the due diligence and approval process has been centralized in 2019 and digitized in July 2020 to enable a fast and comprehensive handling. In December 2020, the first Global Conflict of Interest Policy was released with local implementation during H1 2021.

3.1.3.2.f Responsible lobbying, public donations, political activity
Schneider Electric has a role to play in the public debate addressing leading issues with the global community. It is necessary that the Group states its positions clearly, participates in technical discussions, and supports responsible public policy development. However, Schneider Electric believes that this representation of interests shall be conducted in a transparent and fair manner, allowing third parties and stakeholders to understand its activities, positions, and statements. For that purpose, Schneider is following the amounts of money that are contributed to trade associations, business coalitions, and think tanks. Largest contributions and expenditures concern two main engagement topics: “sustainable energy for all” and “powering the digital economy”.

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<tbody>
<tr>
<td>Total Group contributions towards trade associations, business coalitions, and think tanks</td>
<td>5.2</td>
<td>2.6</td>
<td>3.2</td>
<td>Nd.</td>
</tr>
</tbody>
</table>

Schneider Electric does not engage in political activity or political representation and does not make any payment to political parties in relation to its public representation.

3.1.3.2.g Export control
The Group strictly respects all applicable embargoes and trade regulations and has set up export control organizations and processes in its operations. The export control processes include, but are not limited to, due diligence screenings (embargo and restricted countries, denied-party lists, dual-use goods, sensitive applications). The aim is to ensure compliance with all applicable export control laws and regulations, both local and extra-territorial.

3.1.3.2.h Conflict minerals
Although the US SEC Conflict Mineral rule does not apply directly to the Group, Schneider Electric is deeply concerned about social and environmental conditions in some mines that could supply metals for its products. The Group is committed to continuously increase its responsible metal sourcing efforts and has taken several steps including:
- Updating its Procurement Terms and Conditions to reflect its expectations from suppliers.
- Establishing a “Conflict Minerals Compliance program” supported and sponsored by the top leadership. This program was developed based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from conflict-affected and high-risk areas and other appropriate international standards.
- Identifying the use of conflict minerals in its products.
- Engaging with its suppliers so that they respond in a timely manner to its requests for evidence of compliance.

Such steps will certainly ensure the Group meets the requirements of the EU’s new Conflict Minerals Regulation which applies starting January 1, 2021. In mid-2020, the Group also added cobalt to its conflict minerals program. At the end of 2020, the Group confirmed that nearly 90% of the relevant purchases are “conflict-free”.
3.1.4 – Offer Safety

Schneider has more than 260,000 references produced in 191 factories located in 46 countries. Therefore, product quality & safety is a critical topic for operating in the energy industry, as product malfunctions or failures could result in Schneider incurring liabilities for tangible, intangible damages or personal injuries. Products are also subject to multiple quality and safety controls and regulations and are governed by both national and international standards. The products and solutions developed and produced by Schneider Electric strictly comply with all the applicable standards and regulations.

To address the offer safety risk, Schneider is maintaining a global quality policy. This policy gives guiding principles regarding: Customer Centricity; Offer Quality; Intelligence (analytics); People (team empowerment) and Satisfaction to Order (customer experience). This policy is deployed everywhere and translates the guiding principles into operational objectives for execution in all organizations. The policy is supported by a management system which includes processes & tools, in compliance with ISO 9001 standard.

Schneider Electric has also implemented a specific policy to systematically identify and reduce its industrial risk, secure optimal service to customers and minimize any impact of disaster, whether it is internal in nature (fire) or external (natural disasters). This policy relies on business continuity plans, and on local actions to remove risks identified during audits led by an external firm recognized by insurers.

3.1.5 – Cybersecurity and Data Privacy

3.1.5.1 Cybersecurity context and consequences

Digitization is evolving and rapidly transforming Schneider Electric’s environment. This new environment generates many opportunities, but also risks, including cybersecurity risks to Schneider Electric and its ecosystem. Those risks can be classified in the following manner:

- Risk of damage to customer assets & operations: e.g. infection of customer assets by Schneider FSR.
- Risk of compliance with various regulations on products, data & IT: e.g. non-compliant processing of personal data.
- Risk of Intellectual Property (IP) theft: e.g. exfiltration of sensitive source code of a flagship Schneider offer.
- Risk of business continuity: e.g. manufacturing facility halt as a result of IT systems compromise.

These risks are inherent to any company operating in the digital space, but in the case of industrial infrastructures such as the ones of Schneider Electric’s customers, the physical and financial damage can be particularly high and, in some cases, involve security impacts.
3.1.5.2 Reinforcing our position and that of our customer ecosystem
Schneider Electric is deploying several actions to reinforce its cyberposture and that of its ecosystem of partners and customers:
• Holding a cyber-related business risk register to articulate potential vulnerabilities or attack-vectors and define remediation activities.
• Identifying and prioritizing high value assets to the company’s operation.
• Implementing cyber capabilities and digital locks around people, processes and sensitive technologies.
• Deploying general and dedicated awareness and training programs:
  - In 2020, 99% of Schneider employees completed a training on cybersecurity. Specific employee categories received mandatory training for risks linked to their function.
  - Schneider implemented the GDPR requirements and introduced mandatory training for employees.
• Monitoring, detecting, responding and learning from internal events and those involving partners and customers.
• Performing reality checks via metrics, internal and external reviews, cyber crisis drills and vulnerability assessments.
• Partnering with leading companies in the field of cybersecurity.

3.1.5.3 Proposing “Cybersecurity by Design”
• Schneider is adopting a Cybersecurity by Design strategy, aligned to NIST Cybersecurity Framework and other recognized standards (IEC 62443, ISO 27000).
• Schneider IoT-enabled EcoStruxure platform is providing customers end-to-end cybersecurity solutions & services to protect a vast digital ecosystem.

3.1.5.4 Personal data protection
Schneider Electric believes that the global implementation of a digital strategy must reconcile economic objectives and respect for fundamental human rights, including the right to protection of personal data and privacy. Schneider Electric establishes an organization, work streams, policies, procedures and controls required by the obligations stemming from GDPR and data privacy and protection regulations, including:
• Internal data privacy policy and Binding Corporate Rules (BCR)
• Training and awareness campaigns
• Processing registers
• Online privacy policy and privacy notices
• Digital assets privacy assessment process
• Data breach management and notification process
• Maturity assessment and audit controls

Schneider Electric has put in place a governance ecosystem including a Group Data Protection Officer, a DPO network, an implementation team, Data Privacy & Protection Champions and Steercos. In 2020, Schneider Electric has automated several processes including processing registers, consent management, digital asset privacy review, and has mapped key processes with the main expectations of ISO 27701. It has also rolled out new Privacy by Design Checklist and Guidelines and developed tailored training for targeted audiences. Schneider Electric has also been developing a Global Data Privacy & Protection compliance approach and addressed privacy compliance in relation to COVID-19.

3.1.5.5 Cybersecurity: looking forward
In its new Schneider Sustainability Essentials 2021-2025, the Group has taken the commitment to stay in the top 25% in external ratings for cybersecurity performance.
3.2 – Risk Mitigation with Suppliers

### Supplier risk categories

Schneider Electric is conducting a specific evaluation of suppliers. This evaluation covers all natures of risks identified and considers specific parameters such as the type of industrial process used by the suppliers, their technology, and the geographic location of those suppliers. This allows the Group to factor in risks that may arise from a country’s specific situation (social, political, etc.). These parameters are compiled in a third-party independent database (Responsible Business Alliance methodology, RBA, ex-EICC, of which Schneider Electric has been a member since January 2018), with an annual evaluation. Schneider’s entire network of tier 1 suppliers (52,000) is processed through this methodology. The Group identified 1,500+ “high risk” suppliers (see graph 1) and targeted to audit 350 directly or through third parties.

<table>
<thead>
<tr>
<th>Human rights</th>
<th>Decent workplace</th>
<th>Health and Safety</th>
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<tbody>
<tr>
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<td>● ● ● ● ● ● ● ●</td>
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<tr>
<th>Environment</th>
<th>Pollution and specific substances management</th>
<th>Waste and circularity</th>
<th>Energy CO2 and GHG</th>
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<tbody>
<tr>
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<td>● ● ● ● ● ● ● ●</td>
<td>● ● ● ● ● ● ● ●</td>
<td>● ● ● ● ● ● ● ●</td>
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<thead>
<tr>
<th>Business ethics</th>
<th>Ethical business conduct</th>
<th>Alert system, protection and non-retaliation</th>
<th>Offer safety and cybersecurity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>● ● ● ● ● ● ● ●</td>
<td>● ● ● ● ● ● ● ●</td>
<td>● ● ● ● ● ● ● ●</td>
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</tbody>
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<thead>
<tr>
<th>Offer safety</th>
<th>Offer safety</th>
<th>Cybersecurity and data privacy</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>● ● ● ● ● ● ●●</td>
<td>● ● ● ● ● ● ● ●</td>
</tr>
</tbody>
</table>

### 3-year audit plan completed in 2020

The audit plan was started in 2018. 2020 is the third year of implementation and Schneider Electric completed this schedule and planning of 350 audits before end 2020. Schneider Electric’s audit questionnaire and audit methodology are fully aligned with the RBA framework. This audit plan is integrated into the Schneider Sustainability Impact (SSI). It is to be noted that, despite the travel restrictions imposed in different countries by the COVID-19 measures, the Group managed to complete the full three-year audit plan, with a total of 374 on-site audits completed.
In 2020 only, the Group conducted 95 initial on-site audits with suppliers (audits conducted for the first time with a supplier, within the scope of the vigilance plan, see graph 2). These audits allow Schneider Electric to identify non-conformances and request the supplier to implement corrective actions. Re-audits with suppliers already audited were also conducted to review the corrective actions implemented to remediate non-conformances identified during the initial audit.

3.2.3 – Facts and learnings
A major part of non-conformance in 2020 is related to health and safety, management system and labor regulations (34%, 26% and 24% respectively). Top priorities are most serious non-conformances. For each case, escalation is done at Chief Procurement Officer level. An analysis of the 133 “top priority” raised in 2020 shows the following issues are the most recurring:

- Labor standards (53% of top priorities non-conformance issues): lack of respect of working time and resting days (time measurement systems are often insufficient); poor overtime reporting and payment; lack of formalization of working contracts.
- Health and safety (34% of top priority non-conformance issues): weak emergency procedures; insufficient emergency training issues and preparation drills; insufficient fire alarm and protection systems; lack of medical response equipment; and lack of training.
- Environment and management systems (13% of top priorities): lack of administrative compliance, management tools, and systems; and insufficient waste management and pollution prevention systems.

As of end 2020, Schneider Electric has closed 94% of 2019 and 6% of 2020 non-conformances (all types) representing a cumulated rate of 71% over 3 years. Schneider Electric’s approach is to help suppliers remediate the issues by sharing good practices and providing them with

<table>
<thead>
<tr>
<th>Scope: world</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audits</td>
<td>95</td>
<td>124</td>
<td>155</td>
</tr>
<tr>
<td>Non-conformances</td>
<td>1200</td>
<td>1745</td>
<td>1400</td>
</tr>
<tr>
<td>Non-conformances closed (%)</td>
<td>6%</td>
<td>94%</td>
<td>100%</td>
</tr>
<tr>
<td>Cumulate closure rate over 3 years</td>
<td>71%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
guidance and training. When non-conformances are not remediated (mainly top priorities), escalation to Chief Procurement Officer may lead to stop business relationship. In 2020, two relationships with suppliers have been terminated (two in 2019 and four in 2018).

Internal training program for procurement teams
To reinforce the coordination between Schneider Electric teams and suppliers on vigilance topics, a specific training program has been implemented. The primary target audience is the Schneider Electric Procurement team, and the training modules aim to increase their knowledge on the natures of risks, so they can integrate these topics early in the discussions with suppliers. At the end of 2020, 400+ employees have taken this training. These trainings combine in-class experience with e-learning sessions. To raise suppliers’ awareness, improve their ability to identify risks earlier, and implement mitigation solutions, Schneider Electric organized face-to-face workshops dedicated to vigilance subjects. At the end of 2020, 300+ supplier teams have attended these events. These sessions include in-class face to face workshops and digital webinars.

3.2.5 - Other actions
Schneider Electric has deployed a continuous improvement program for its strategic suppliers based on the ISO 26000 standard, in partnership with Ecovadis company to perform ISO 26000 assessments. As of today, approximately 700 strategic suppliers, representing 70%+ of total strategic purchasing volume, have submitted their data and obtained an average score of 57.4 pts out of 100. For reference, the average score of companies in the Ecovadis database is 44 pts, and Schneider Electric’s own score is 82 pts.

3.3 – Risk Mitigation with Customer Projects Execution Environment

3.3.1 Project execution environment
Schneider Electric’s products and solutions are usually combined into larger systems such as electricity distribution and energy management in a building or production process automation in a factory. The build-up of such systems can be complex and typically involve several different parties before they are commissioned by end customers. For Schneider Electric, there are two options: to sell components through channel partners who take the responsibility to build and deliver the system, or to build and deliver the system directly for the end customer, as a project. This second option requires coordinating several project contractors (panel manufacturers, system integrators, building contractors, etc.), usually on the premises of the end customer.

The common characteristics of these projects are that they happen primarily off-site (mostly on customer premises, existing or future), and they involve several different parties, global or local, each bringing their specific added value. Each project is specific, in its size, duration, and location. Therefore, the relations with contractors are specific to a contract, and not necessarily recurrent.
3.3.2 Duty of Vigilance specific to the project execution environment

Schneider Electric operates with a pool of project contractors (or “solution suppliers”) of more than 8,000 companies. Not all of them may be active during a year. During the supplier risk mapping exercise, Schneider Electric has identified approximately 100+ solution suppliers categorized as “high risk”. Schneider Electric’s current three-year audit plan is targeting 60+ on-site audits of these suppliers (included in the overall 350 target). Since 2018, 53 suppliers have already been audited, slightly below the ambition due to 2020 slow down facing COVID-19.

Main findings and actions

The most recurring non-conformities with high risk solution contractors are:

- insufficient on-site security measures to protect workers; improvement needed in working conditions
- The lack of working contract formalization
- respect of working hours and resting days.

In addition to these non-conformities, specific risks related to local contract negotiation and relations with local authorities may occur. Actions following non-conformities are the same as with other suppliers (re-audits, trainings, workshops). Specific measures are implemented for this project environment: Schneider Electric implements regular reviews of safety incidents on customers’ sites, involving the Global Safety team and the Project Management leadership. The project follow-up with contractors and the selection processes for contractors has been adapted to ensure vigilance topics are considered early in the project stage.

3.3.3 Supplier Vigilance: looking forward

Schneider Electric has defined new objectives for the period 2021-2025.

- After completing the previous plan to audit 350 “high-risk” suppliers, Schneider sets the objective to conduct 1,000 on site audits on high-risk suppliers and 3,000 self-assessment audits on medium-risk suppliers.
- Schneider targets to have 100% of its strategic suppliers provide decent work to their employees.

These objectives are part of the 2021-2025 Schneider Sustainability Impact.

3.4 – Risk Mitigation with Local Communities

In 2020, Schneider has extended the scope of its risk analysis to communities. The notion of communities, here, corresponds to people living in a geographic proximity of Schneider’s local operations. As a result of this proximity, their conditions of living could be affected by Schneider’s activity.

Schneider’s local operations can be of two types:

- Local facilities, such as a factory or an office building.
- Local project sites where Schneider is operating as a contractor or subcontractor for a customer.

It is the first time Schneider is performing this risk analysis for communities, with the help of an external consultant. We therefore consider that we are still in a learning phase on that subject, and therefore the risk assessments that we are showing in this report will get more accurate with time.

3.4.1 – Communities living around Schneider’s local sites

This detailed risk evaluation covers the 30 largest sites by size and employees, both commercial and industrial.

The first step of this evaluation was to analyze the potential impact that a Schneider site may
have on its surrounding. For that purpose, a comparison was made between the size of Schneider’s site, and the size of the urban area surrounding it. To take a practical example, in Shanghai, a large Schneider office site may be important at Schneider level (>2,000 employees) but will have very little impact on its immediate urban surrounding (Shanghai is a multi-million inhabitants city). On the opposite, a smaller site may have a bigger impact on its rural surrounding in Africa or South Asia.

The second step was to qualify the natures of risk existing, and their level. Based on international data available at country level on topics such as ethical standards (National Corruption Index), individual development (Human Development Index) or health and human rights (Human Right score), we have built a composite country risk index reflecting the risk level for countries where Schneider’s main sites are located.

The third step was to combine Schneider’s impact level with the composite country risk index. The overall result shows that the level of risk on local communities living around Schneider sites is "low" in most cases. This owes mainly to the fact that Schneider is usually located in large, urban or peri-urban areas, usually crowded with many similar or larger companies. In case of factories, they are mostly located in already existing industrial areas, with solid infrastructures and transportation networks, and Schneider’s presence does not have an impact on them. Among the top 30 sites, we only identified a few that may have a “moderate” impact on local communities and found no site where Schneider could have a “high” or “very high” impact. It is to be noted that although we are speaking of risk here, the notion of impact can also be positive, as it is part of Schneider’s policy to include local parameters in its sourcing policy: providing employment, including a % of local companies and contractors for services (catering, maintenance, etc.).

Remark: the table on the right does not state the actual name of countries, or sites, for confidentiality reasons.

<table>
<thead>
<tr>
<th>Site</th>
<th>Sector</th>
<th>Number of employees</th>
<th>City population (in millions)</th>
<th>Metropolitan population (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Site A.1</td>
<td>Industrial</td>
<td>B</td>
<td>2.850</td>
<td>15.906</td>
</tr>
<tr>
<td>Site B.1</td>
<td>Industrial</td>
<td>C</td>
<td>3.450</td>
<td>3.450</td>
</tr>
<tr>
<td>Site B.2</td>
<td>Industrial</td>
<td>C</td>
<td>3.650</td>
<td>6.662</td>
</tr>
<tr>
<td>Site B.3</td>
<td>Commercial</td>
<td>B</td>
<td>21.054</td>
<td>24.918</td>
</tr>
<tr>
<td>Site B.4</td>
<td>Commercial</td>
<td>B</td>
<td>26.52</td>
<td>30.824</td>
</tr>
<tr>
<td>Site B.5</td>
<td>Industrial</td>
<td>B</td>
<td>11.25</td>
<td>10.48</td>
</tr>
<tr>
<td>Site B.6</td>
<td>Industrial</td>
<td>B</td>
<td>1.11</td>
<td>6.279</td>
</tr>
<tr>
<td>Site B.7</td>
<td>Industrial</td>
<td>A</td>
<td>21.548</td>
<td>24.918</td>
</tr>
<tr>
<td>Site B.8</td>
<td>Industrial</td>
<td>A</td>
<td>1.2</td>
<td>12.824</td>
</tr>
<tr>
<td>Site C.1</td>
<td>Commercial</td>
<td>B</td>
<td>0.878</td>
<td>7.927</td>
</tr>
<tr>
<td>Site C.2</td>
<td>Commercial</td>
<td>A</td>
<td>0.76</td>
<td>0.665</td>
</tr>
<tr>
<td>Site C.3</td>
<td>Commercial</td>
<td>A</td>
<td>0.76</td>
<td>0.665</td>
</tr>
<tr>
<td>Site D.1</td>
<td>Industrial</td>
<td>A</td>
<td>0.152</td>
<td>1.789</td>
</tr>
<tr>
<td>Site D.2</td>
<td>Industrial</td>
<td>B</td>
<td>0.643</td>
<td>17.908</td>
</tr>
<tr>
<td>Site D.3</td>
<td>Industrial</td>
<td>B</td>
<td>3.44</td>
<td>11</td>
</tr>
<tr>
<td>Site D.4</td>
<td>Industrial</td>
<td>B</td>
<td>4.667</td>
<td>0.677</td>
</tr>
<tr>
<td>Site E.1</td>
<td>Commercial</td>
<td>B</td>
<td>0.85</td>
<td>0.231</td>
</tr>
<tr>
<td>Site F.1</td>
<td>Industrial</td>
<td>A</td>
<td>7.309</td>
<td>30.236</td>
</tr>
<tr>
<td>Site F.2</td>
<td>Industrial</td>
<td>D</td>
<td>1.473</td>
<td>2.163</td>
</tr>
<tr>
<td>Site F.3</td>
<td>Industrial</td>
<td>B</td>
<td>0.823</td>
<td>6.071</td>
</tr>
<tr>
<td>Site G.1</td>
<td>Industrial</td>
<td>D</td>
<td>1.737</td>
<td>2.668</td>
</tr>
<tr>
<td>Site G.2</td>
<td>Industrial</td>
<td>B</td>
<td>0.856</td>
<td>21.824</td>
</tr>
<tr>
<td>Site G.3</td>
<td>Industrial</td>
<td>A</td>
<td>0.823</td>
<td>6.071</td>
</tr>
<tr>
<td>Site H.1</td>
<td>Commercial</td>
<td>A</td>
<td>5.710</td>
<td>3.878</td>
</tr>
<tr>
<td>Site I.1</td>
<td>Commercial</td>
<td>A</td>
<td>0.925</td>
<td>0.697</td>
</tr>
<tr>
<td>Site J.1</td>
<td>Commercial</td>
<td>A</td>
<td>0.925</td>
<td>0.697</td>
</tr>
</tbody>
</table>

(1) We set 3 levels in terms of the number of employees on the site: A = 0 to 1,000 employees; B = 1,001 to 2,000 employees; C = 2,001 to 3,000 employees; D = more than 3,001 employees.
3.4.2 – Communities living around Schneider’s customer projects sites

For this category of sites, we have not yet done a detailed analysis as the work is currently in progress. Our approach has been to select projects currently in progress, and to do a first evaluation of risk based on end-customer segment and geographical location. A first level of risk has been determined based on this top-down approach, and it is the one reflected in our 2020 matrix. A next level of analysis will be to examine these projects and to qualify the level of risk in a more accurate way.

3.4.3 – Proactive actions to support local communities

3.4.3.1. Access to energy program

Schneider Electric believes that access to energy is a basic Human Right. To help the 1 billion people without energy in the world, the Group launched its Access to Energy (A2E) program in 2009. This program combines three dimensions: Impact investments; products & solutions; and training & entrepreneurship.

3.4.3.1.a Impact investments

Schneider Electric Energy Access: In 2009 Schneider created a social impact investment structure, “Schneider Electric Energy Access - SEEA”. The fund’s mission is to support the development of entrepreneurial initiatives worldwide that will help the poorest populations obtain access to energy. The fund invests in partnerships with recognized players and provides support (help to develop a business plan, give technical advice etc.) to deliver the optimum social impact while minimizing financial risk.

At the end of 2020, a total capital of EUR 6.9 million was managed by SEEA:
- EUR 3,000,000 in capital invested by Schneider Electric;
- EUR 3,200,000 invested by Schneider Energie Sicav Solidaire (including EUR 500,000 in capital), a mutual fund managing the employee savings scheme for Schneider Electric employees in France;
- EUR 200,000 of capital invested by Phitrust Impact Investors;
- EUR 500,000 of capital invested by Mutuelle d’Entreprises Schneider Electric (MESE).

At the end of 2020, 6,280 employees in France showed their interest in the Access to Energy program by investing EUR 42.3 million. SEEA benefits from a percentage of this amount which represents the 3.2M Eur mentioned above (Schneider Energie Sicav Solidaire).

Energy Access Ventures: Schneider Electric initiated and supports the Energy Access Ventures (EAV), which manages EUR 75 million to be invested in companies transforming communities across Africa and stimulating economic development through energy access solutions. This fund is jointly backed by Schneider Electric, CDC group, the UK department for International Development (DFID), the European Investment Bank, FMO (Dutch development Bank), FISEA-PROPARCO, OFID and AFD-FFEM. This fun has invested in 15 companies.

Schneider Electric Energy Access Asia: Schneider Electric, in partnership with Norfund, EDFI ElectriFi and Amundi, launched, a third impact investment structure named Schneider Electric Energy Access Asia (SEEAA). A total of EUR 20.9 million will be dedicated to investing in start-ups that work toward increasing quality of life and boosting economic development in Asia, thanks to access to clean and sustainable energy. The first investment is scheduled for the first quarter of 2021.

3.4.3.1.b Products and solutions

Schneider Electric A2E program develops specific products and solutions that meet a wide range of individual and community needs across the energy chain such as lighting systems, charging equipment, decentralized small power plants or water pumping systems.

The products and solutions are addressing the following challenges:
- Electricity for communities
- Electricity for emergency
- Electricity for women
- Electricity for education
- Electricity for farming
- Electricity for health

To address these challenges, Schneider Electric developed a full range of products and solutions through its A2E program: Mobiya for individual electrification; Hornaya for domestic electrification; Villaya for community electrification; and Didactic for education purpose.
3.4.3.1.c Training & Entrepreneurship
Providing knowledge and skills in the field of electricity to underprivileged people is a necessary element to support responsible and sustainable rural electrification policies. Schneider Electric’s strategy for training underprivileged populations in the energy sector includes three paths:

- Basic training over a few months, free and accessible to many people and adapted as much as possible to the local situation. These training courses lead to the issuing of a certificate of competence by Schneider.
- Single or multi-year training leading to qualifications, in partnership with local authorities, Ministries of Education, or even under bilateral agreements.
- Training of instructors to support the effective and quality rollout of education programs.

Capitalizing on the results of its trainings, the Access to Energy Training & Entrepreneurship program decided to go further by supporting social and informal entrepreneurs in the energy sector. In particular, Schneider supports women’s entrepreneurship. These actions are implemented in partnership with local players and/or national or international non-profit organizations working with Schneider Electric’s local subsidiary.

In 2020, training was severely affected by local health measures taken in response to the coronavirus pandemic and resulted in the closure or suspension of several programs. In support, Schneider Electric and its Foundation launched the Tomorrow Rising fund in April 2020, whose mission has been to provide funds and support to local students, trainees, and training centers.

Schneider’s objective is to train 1 million people by 2025. Since the start of the program, 281,737 people have been trained in more than 46 countries. Among these, the Group trained 5,182 trainers and 2,894 entrepreneurs.

3.4.3.2 Schneider Electric Foundation response to the COVID-19 and post-COVID-19 emergency
In April 2020, the Schneider Electric Foundation set up the Tomorrow Rising fund in response to the COVID-19 health crisis. The purpose of this global initiative is to provide local responses to the emergency situations, to promote the recovery of education and support resilience by providing training to the most vulnerable young people.

1. **Response**: was the initial action to face emergency. It included food bank, first aid, PPE health kits, maintenance of access to education, etc. 74 projects in 67 countries were supported, and brought support to 1.5 million people. The funds raised amounted to EUR 4.1M (10,000 donors).

2. **Recovery**: aimed at bringing support to the Foundation’s partners and help them resuming their activity while launching new projects to support young students. Firsts recovery projects have already been launched in Q3 2020.

3. **Resilience**: was set-up to support training actions using digital technologies. More than 5,000 days of Schneider employees volunteering have been deployed with 150+ digital missions.
Accountability
4.1 – Alert Systems

4.1.1 – Red Line: internal alert system

The Red Line is Schneider Electric’s internal alert system dedicated to employees. The system is provided by an external, impartial third-party company and aims to provide support to employees during complex and difficult situations.

It manages all alerts with strict confidentiality, so that whistleblowers can report any potential misconduct without the fear of retaliation, in compliance with local country laws. Unless there are legal provisions to the contrary, the system can be used to send any concern in every country in which the Group operates.

625 concerns were received on the whistleblowing system, either through internal reporting mechanisms or through the Red Line in 2020, and it led to 108 disciplinary sanctions including employment termination in 44 confirmed alerts and written warnings in 19 confirmed alerts.

Number of concerns received through our whistle-blowing system per region

<table>
<thead>
<tr>
<th>Region</th>
<th>Concerns Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>North America</td>
<td>36%</td>
</tr>
<tr>
<td>Middle East Africa</td>
<td>8%</td>
</tr>
<tr>
<td>Greater China</td>
<td>9%</td>
</tr>
<tr>
<td>India</td>
<td>9%</td>
</tr>
<tr>
<td>South America</td>
<td>9%</td>
</tr>
<tr>
<td>Europe</td>
<td>13%</td>
</tr>
<tr>
<td>East Asia Japan Pacific</td>
<td>7%</td>
</tr>
<tr>
<td>Russia &amp; Commonwealth of Independent States (CIS)</td>
<td>7%</td>
</tr>
<tr>
<td>France</td>
<td>2%</td>
</tr>
</tbody>
</table>

Outcome of the received concerns through the Red Line

- Alert non confirmed: 11%
- Alert confirmed: 28%
- Non considered as an alert: 68%

Distribution of confirmed alerts by type of issue

- Discrimination, harassment, unfair treatment: 35%
- Conflict of interest: 27%
- Bribery: 11%
- Theft: 3%
- Violation of policy: 9%
- Health & Safety: 9%
- Other: 8%
- Labor practices: 7%
4.2 – Governance

4.2.1 Governance around sustainability

As mentioned, Schneider Electric has implemented strong dedicated governance for several topics such as Ethics and Compliance or Environment with robust instances that involve every level of the company. For sustainability topics on an overall perspective, an integrated and transverse governance has also been implemented. At board level, the HR and CSR Committee advises on the sustainability strategy and analyses policies and practices in this area. Each concern reported is analyzed by the Group Operational Compliance Committee and relevant Regional Compliance Officer, and where considered necessary, investigated. Based on the findings of the investigation, the management, or Group Disciplinary Committee for the most sensitive alerts, take appropriate measures in order to sanction the party or parties involved and to remediate consequences of the misconduct. Each year, a detailed report on the effectiveness of the system is presented to the Audit and Risks Committee, which reviews effectiveness of the alert system.

4.1.2 – Green Line: external alert system

The Green Line is Schneider Electric’s alert system for all external stakeholders. It is aimed at Schneider’s suppliers, subcontractors, customers, shareholders, partners, commercial agents or NGOs who might be experiencing or may have witnessed any unethical situation involving or affecting Schneider. The processing of alerts follows the same procedure as the Red Line and has the same confidentiality protections. 76 alerts were reported through the Green Line in 2020.

<table>
<thead>
<tr>
<th>Board of Directors: HR &amp; CSR Committee</th>
<th>Executive Committee: Group Sustainability Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Advise on the sustainability strategy</td>
<td>• Challenge, monitors</td>
</tr>
<tr>
<td>• Analyze sustainability policies and practices</td>
<td>• Align with strategy and decide</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sustainability department</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Coordinates and monitors the sustainability strategy and performance</td>
</tr>
<tr>
<td>• Manage innovation projects</td>
</tr>
<tr>
<td>• Lead the relationships between internal and external stakeholders</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>360° ESG Vision</th>
</tr>
</thead>
<tbody>
<tr>
<td>SSI Steering Committee</td>
</tr>
<tr>
<td>• Instore dialogue with the entire company to boost ambition, innovation and integrate all challenges</td>
</tr>
<tr>
<td>• Co-develops new SSI programs</td>
</tr>
<tr>
<td>• Representatives from Execom, business and Corporate</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SE has expert committees* on dedicated and material topics, in particular:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Climate</td>
</tr>
<tr>
<td>• Environment</td>
</tr>
<tr>
<td>• Human rights</td>
</tr>
<tr>
<td>• Governance</td>
</tr>
<tr>
<td>• Ethics</td>
</tr>
<tr>
<td>• Citizenship</td>
</tr>
<tr>
<td>• Diversity &amp; Inclusion</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Coordination &amp; monitoring</th>
</tr>
</thead>
<tbody>
<tr>
<td>Businesses and Corporate functions</td>
</tr>
<tr>
<td>• Implement strategy and Company programs and policies</td>
</tr>
<tr>
<td>• Execute sustainability objectives (SSI, variable compensation)</td>
</tr>
<tr>
<td>• Support awareness</td>
</tr>
<tr>
<td>• Innovate</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Coordination &amp; monitoring</th>
</tr>
</thead>
<tbody>
<tr>
<td>360° ESG Implementation</td>
</tr>
<tr>
<td>Network &amp; experts Committees</td>
</tr>
<tr>
<td>• Coordinate and monitors sustainability strategy and performance</td>
</tr>
<tr>
<td>• Manage innovation projects</td>
</tr>
<tr>
<td>• Lead the relationships between internal and external stakeholders</td>
</tr>
</tbody>
</table>

* Non-exhaustive list: Access to Energy Committee, Carbon Committee, SERE (Safety Environment Real Estate) Committee, Ethics Committee & Fraud Committee, Duty of Vigilance Committee, Foundation’s Executive Committee & Schneider Volunteers Board, HR Committee, Diversity & Inclusion Committee, SSI pilots and sponsors.
4.2.2 The Duty of Vigilance Committee

4.2.2.1. Composition

The Duty of Vigilance Steering Committee is due to meet twice annually under normal circumstances. Since the inception of this instance, eleven committees have been held in total.

<table>
<thead>
<tr>
<th>Item</th>
<th>Details of missions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategy</td>
<td>Discussion on strategic orientation for the Duty of Vigilance program.</td>
</tr>
<tr>
<td>Priorities</td>
<td>Definition of priorities.</td>
</tr>
<tr>
<td>Monitoring</td>
<td>Review of actions in progress and current results.</td>
</tr>
</tbody>
</table>

The Duty of Vigilance Steering Committee is due to meet twice annually under normal circumstances. Since the inception of this instance, eleven committees have been held in total.
## 5. Correspondence Table

<table>
<thead>
<tr>
<th>Risk mapping and regular assessment procedures</th>
<th><strong>Vigilance Plan 2020</strong></th>
<th><strong>Universal Registration Document 2020</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>• 2. Risk Analysis (p.12-14)</td>
<td>• 2.8.2 - Evaluation of the main risks towards Schneider Electric’s environment (p.110-111)</td>
<td></td>
</tr>
<tr>
<td>• 3.2.1 - Supplier risk categories (p.34)</td>
<td>• 2.8.4.2 Vigilance plan for suppliers - Supplier risk categories and audit plan (p.112-113)</td>
<td></td>
</tr>
</tbody>
</table>

### Schneider Electric’s sites

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- • 2.3 Human Rights (p.101-102)
- • 4. Committed to and behalf of employees (p.144-169)
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- • 3. Schneider Electric’s commitments towards environmental excellence (p.118-143)
- • 7.1 Environmental & Climate indicators (p.200-203)

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- • 2.5 Focus on anti-corruption (p.107-108)
- • 2.9.4.3 Conflict minerals rule (p.117)

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- • 2.3 Product quality (p.59)

#### Cybersecurity & Data Privacy
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- • 2.7 Digital Trust and security (p.109)

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- • 2.8.4.2 Vigilance plan for suppliers (p.112-114)
- • 2.9 Relations with subcontractors and suppliers (p.115-117)

#### Subcontractors
- • 3.3 Risk mitigation with customer projects execution environment (p.36-37)
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  - • 3.4.2 - Communities living on Schneider’s customer projects sites (p.39)
- • 3.4.3 - Proactive actions to support local communities (p.39-40)
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  - • 4.1.3 - Alert management (p.43)
  - • 2.4.3.1 The professional whistleblowing system for employees (p.104-105)
- **External Stakeholders**
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  - • 4.1.3 - Alert management (p.43)
  - • 2.4.3.2 The professional alert system for external stakeholders (p.105)

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- • 4.2.2 The Duty of Vigilance Committee (p.44)
- • 2.8.3 Governance (p.112)
The Schneider Electric Vigilance Plan is a collective effort coordinated by the Sustainable Development Team. Should you have any questions, comments or suggestions please contact us.