Schneider Electric
non-financial results Q4 2015

February 17th, 2016
This quarter, our Planet & Society barometer reaches 6.33/10

**Planet**

**Selected indicators**
- 10% energy savings: 3.4% (Q3 2015) vs. 4.5% (Q4 2015)
- Towards zero waste to landfill for 100 industrial sites: 54 (Q3 2015) vs. 64 (Q4 2015)

**Profit**

**Selected indicators**
- 120,000 tons of CO₂ avoided through maintenance, retrofit and end-of-life services: 28,937 (Q3 2015) vs. 44,777 (Q4 2015)
- All our entities pass our internal Ethics & Responsibility assessment: 72% (Q3 2015) vs. 88% (Q4 2015)

**People**

**Selected indicators**
- One day training for every employee every year: 73.1% (Q3 2015) vs. 85.6% (Q4 2015)
- 150,000 underprivileged people trained in energy management: 94,948 (Q3 2015) vs. 102,884 (Q4 2015)

**Barometer’s score end of Q4:**

- 6.33/10 (4th quarter 2015)

This quarter, Schneider Electric was rewarded by:

**Climate Leadership (CDP)**
Highest rating of 100 out of 100 and member of the ‘Climate A list’ of CDP for the 5th year.
The Planet & Society barometer

Our 2015-2017 detailed sustainability scorecard, as of Q4 2015

<table>
<thead>
<tr>
<th>Planet &amp; Society barometer (objectives for 2017)</th>
<th>Start 01/2015</th>
<th>Results Q3 2015</th>
<th>Results Q4 2015</th>
<th>Target 12/2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall score (out of 10)</td>
<td>3.00</td>
<td>5.06</td>
<td>6.33 ▲ 8/10</td>
<td></td>
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</tbody>
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**CLIMATE**
- 10% energy savings - 3.4% ▲ 4.5% ▲ 10%
- 10% CO₂ savings from transportation - 7.03% ▲ 8.4% ▲ 10%
- Towards zero waste to landfill for 100 industrial sites - 34 ▲ 54 ▲ 64 ▲ 100%
- 100% of products in R&D designed with Schneider ecoDesign Way™ - 12.5% ▲ 13.3% ▲ 100%

**CIRCULAR ECONOMY**
- 75% of product revenue with Green Premium™ eco-label 60.5% ▲ 62.1% ▲ 67.1% ▲ 75%
- 100% of new large customer projects with CO₂ impact quantification - - - - 100%
- 120,000 tons of CO₂ avoided through maintenance, retrofit and end-of-life services - 28,937 ▲ 44,777 ▲ 120,000
- x5 turnover of Access to Energy program to promote development for underprivileged people - x2.1 ▲ x2.07 ▲ x5

**CLIMATE + DEVELOPMENT** (Sustainability offers)
- 100% of our recommended suppliers embrace ISO 26000 guidelines 48% ▲ 59.1% ▲ 64.7% ▲ 100%
- All our entities pass our internal Ethics & Responsibility assessment - 72% ▲ 88% ▲ 100%

**PROFIT**
- 10% reduction in the Medical Incident Rate (MIR) - 23% ▲ 17% ▲ 30%
- Training for every employee every year 79% ▲ 73.1% ▲ 85.6% ▲ 90%
- 64% scored in our Employee Engagement Index 61% ▲ 61% ▲ 61% ▲ 64%
- 85% of employees work in countries with Schneider gender pay equity plan - - - - 85%
- 150,000 underprivileged people trained in energy management 73,339 ▲ 94,948 ▲ 102,884 ▲ 150,000
- 1,300 missions within Schneider Electric Teachers NGO 460 ▲ 695 ▲ 878 ▲ 1,300

The arrow shows if the indicator has risen, stayed the same or fallen compared to the previous quarter. The colour shows if the indicator is above or below the objective of 8/10.