## Indicators & objectives 2020 - selection

<table>
<thead>
<tr>
<th>Category</th>
<th>Indicator</th>
<th>Q3 2018</th>
<th>Q2 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CLIMATE</strong></td>
<td>100 million metric tons CO₂ saved on our customers' end thanks to our</td>
<td>31</td>
<td>19</td>
</tr>
<tr>
<td></td>
<td>EcoStruxure offers</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CIRCULAR ECONOMY</strong></td>
<td>100% cardboard and pallets for transport packing from recycled or certified</td>
<td>60%</td>
<td>50%</td>
</tr>
<tr>
<td></td>
<td>sources</td>
<td></td>
<td></td>
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<tr>
<td><strong>HEALTH &amp; EQUITY</strong></td>
<td>100% of workers received 12 hours of learning in the year with 30% digital</td>
<td>33%</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>learning</td>
<td></td>
<td></td>
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<tr>
<td><strong>ETHICS</strong></td>
<td>5 pts /100 increase in average score of ISO26000 assessment for our</td>
<td>+1.47</td>
<td>+0.50</td>
</tr>
<tr>
<td></td>
<td>strategic suppliers</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>DEVELOPMENT</strong></td>
<td>x4 turnover of our Access to Energy program</td>
<td>x1.33</td>
<td>x1.30</td>
</tr>
</tbody>
</table>

### Highlights of the quarter

**Global Compact LEAD:**

Schneider Electric has been recognized by the UN Global Compact as a Global Compact LEAD company for demonstrating an ongoing commitment towards achieving the UN Sustainable Development Goals.

Schneider Electric is:

- Ranked Silver and part of the **DJSI World and Europe Indexes**
- Ranked 15th among 3,200 firms accelerating progress towards gender equality in **Equileap’s 2018 Gender Equality Global Report and Ranking**
- Ranked 1st of its industry by **Sustainalytics**
## Schneider Sustainability Impact 2018 – 2020, Results as of Q3 2018

### Objective

<table>
<thead>
<tr>
<th>Objective 12/2018</th>
<th>Beginning 01/2018</th>
<th>Results Q2 2018</th>
<th>Results Q3 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall Score of 10</td>
<td>5/10</td>
<td>3</td>
<td>4.55</td>
</tr>
</tbody>
</table>

### Our megatrends 2015 – 2020 and targets 2018 – 2020

#### CLIMATE
- **80%** renewable electricity
- **10%** \( \text{CO}_2 \) efficiency in transportation
- **100 million metric tons** \( \text{CO}_2 \) saved on our customers’ end thanks to our EcoStruxure offers
- **25%** increase in turnover for our Energy & Sustainability Services

#### CIRCULAR ECONOMY
- **75%** of sales under our new Green Premium program
- **200** sites labeled towards zero waste to landfill
- **100%** cardboard and pallets for transport packing from recycled or certified sources
- **100,000 metric tons** of avoided primary resource consumption through EcoFit™, recycling and take-back programs

#### HEALTH & EQUITY
- **70%** scored in our Employee Engagement Index
- **1 medical incident per million hours worked**
- **90%** of employees have access to a comprehensive well-being at work program
- **100%** of employees are working in countries that have fully deployed our Family Leave policy
- **100%** of workers received 12 hours of learning in the year with 30% digital learning
- **90%** of white collars have individual development plans
- **95%** of employees are working in a country with commitment and process in place to achieve gender pay equity

#### ETHICS
- **5 pts /100** increase in average score of ISO26000 assessment for our strategic suppliers
- **300** suppliers under Human Rights & Environment vigilance received specific on-site assessment
- **100%** of sales, procurement, and finance employees trained every year on anti-corruption

#### DEVELOPMENT
- **x4 turnover of our Access to Energy program**
- **350,000** underprivileged people trained in energy management
- **12,000** volunteering days thanks to our VolunteerIn global platform

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 or below the objective of 5/10.