



Schneider Electric

Extra-financial results Q3 2020

October 22nd, 2020

Indicators & objectives 2020 - selection

		Q3 2020	H1 2020
CLIMATE	80% renewable electricity	65%	65%
CIRCULAR ECONOMY	200 sites labeled toward zero waste to landfill	193	193
HEALTH & EQUITY	0.88 medical incident per million hours worked	0.56	0.54
ETHICS	5.5 pts Increase in average score of ISO 26000 assessment for our strategic suppliers	+5.6	+5.4
DEVELOPMENT	X4 turnover of our Access to Energy program	X2.0	X1.5

Highlights of the quarter

Schneider Electric joins 'The Climate Pledge' coalition to promote climate action within global businesses






- The Group adds a bold 2040 carbon neutrality target on its end-to-end value chain
- The Group details clear milestones by 2030 to meet its validated 1.5°C science-based targets
- The company will phase-out of SF6 gas from its products by 2025, saving the equivalent of 4 million tons CO2 per year

Launch of a new SDGs ambassador network

- The network will help to generate innovative ideas for the company's leadership to consider and also challenge their global targets and indicators. It will consist of a network of ambassador part of the Group (a Senior Vice President at Schneider) and a working group of 5-10 internal experts and collaborators (including young talent from within the company) for each of the 17 UN SDG's

Recognitions & Awards

- [First end-to-end biodiversity footprint published by Schneider](#)
- Schneider ranked [11th among top 120 French companies](#) for progression in terms of transparency
- Schneider among the top 100 on [Wall Street Journal's Sustainable Management Ranking](#) of 5,500 companies
- Schneider awarded the [2020 Clean Energy Trailblazer](#) by the Climate Group's Leadership Awards

Our megatrends and SDGs		Our 21 goals 2018-2020	Overall score out of 10	Beginning 01/2018	Results Q3 2020	Target End 2020
CLIMATE		1. Renewable electricity		--	65% →	80%
		2. CO ₂ efficiency in transportation		--	6.3% ↑	10%
		3. Million metric tons CO ₂ saved on our customers' end thanks to EcoStruxure offers		--	118 ↑	120
		4. Increase in turnover for our EcoStruxure Energy and Sustainability Services		--	13% ↑	25%
CIRCULAR ECONOMY		5. Sales under our new Green Premium program		30.5%	59% ↑	75%
		6. Sites labeled towards zero waste to landfill		140	193 →	200
		7. Cardboard and pallets for transport packing from recycled or certified sources		50%	99% →	100%
		8. Metric tons of avoided primary resource consumption through ecoFit, recycling, and take-back programs		--	127,276 ↑	120,000
HEALTH & EQUITY		9. Scored in our <i>Employee Engagement Index</i>		65%	69% ↑	70%
		10. Medical incidents per million hours worked		1.15	0.56 ↓	0.88
		11. Employees have access to a comprehensive well-being at work program		13%	47% →	90%
		12. Employees are working in countries that have fully deployed our Family Leave policy		--	99% →	100%
		13. Workers received at least 15 hours of learning, and 30% of workers' learning hours are done digitally		--	62% ↑	100% ⁽¹⁾
		14. White-collar workers have individual development plans		32%	85% ↑	90%
		15. Employees are working in a country with commitment and process in place to achieve gender pay equity		89%	99% →	95%
ETHICS		16. Increase in average score of ISO 26000 assessment for our strategic suppliers		--	+5.6 ↑	+5.5 pts
		17. Suppliers under Human Rights & Environment vigilance received specific on-site assessment		--	342 ↑	350
		18. Sales, procurement, and finance employees trained every year on anti-corruption		--	90% ↑	100%
DEVELOPMENT		19. Turnover of our Access to Energy program		--	x2.0 ↑	X4
		20. Underprivileged people trained in energy management		148,145	263,630 ↑	400,000 ⁽¹⁾
		21. Volunteering days thanks to our VolunteerIn global platform		--	16,745 ↑	15,000

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 8.5/10
⁽¹⁾ Indicator 13 and 20 will evolve for the fourth quarter due to specific actions such as face to face training not being able to take place during the pandemic. As agreed with external auditors, a 'rule of three' which will remove one quarter from the calculation, will be applied for the annual results for these two indicators only.

Life Is On



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