

|  |   | Objective<br>12/2019 | Beginning<br>01/2018 | Results<br>Q3 2019 | Results<br>Q4 2019 |             |
|--|---|----------------------|----------------------|--------------------|--------------------|-------------|
| Our megatrends 2015 – 2020 and targets 2018 – 2020 |   | Overall Score of 10  | <b>7/10</b>          | 3                  | 7.08               | <b>7.77</b> |
| <b>CLIMATE</b>                                     | 80% renewable electricity   |                      | --                   | 45%                | <b>50%</b>         |             |
|  | 10% CO <sub>2</sub> efficiency in transportation  |                      | --                   | 8.8%               | <b>4.1%</b>        |             |
|  | 120 million metric tons CO <sub>2</sub> saved on our customers' end thanks to our EcoStruxure offers          |                      | --                   | 88                 | <b>89</b> ★        |             |
|  | 25% increase in turnover for our <i>Energy &amp; Sustainability Services</i>                                  |                      | --                   | 20.2%              | <b>23.8%</b>       |             |
| <b>CIRCULAR ECONOMY</b>                            | 75% of sales under our new Green Premium™ program   |                      | 30.5%                | 46.7%              | <b>55.2%</b> ★     |             |
|  | 200 sites labeled towards zero waste to landfill  |                      | 140                  | 185                | <b>193</b>         |             |
|  | 100% cardboard and pallets for transport packing from recycled or certified sources                           |                      | 50%                  | 96%                | <b>96%</b>         |             |
|  | 120,000 metric tons of avoided primary resource consumption through ECOFIT™, recycling and take-back programs |                      | --                   | 77,732             | <b>97,439</b> ★    |             |
| <b>HEALTH &amp; EQUITY</b>                         | 70% scored in our <i>Employee Engagement Index</i>  |                      | 65%                  | 64%                | <b>64%</b>         |             |
|  | 0.88 medical incident per million hours worked  |                      | 1.15                 | 0.70               | <b>0.79</b> ★      |             |
|  | 90% of employees have access to a comprehensive well-being at work program                                    |                      | 13%                  | 20%                | <b>46.6%</b>       |             |
|  | 100% of employees are working in countries that have fully deployed our Family Leave policy                   |                      | --                   | 75%                | <b>99%</b>         |             |
|  | 100% of workers received at least 15 hours of learning, and 30% of workers' learning hours are done digitally |                      | --                   | 57%                | <b>62%</b> ★       |             |
|  | 90% of white collars have individual development plans  |                      | 32%                  | 79%                | <b>79%</b>         |             |
|  | 95% of employees are working in a country with commitment and process in place to achieve gender pay equity   |                      | 89%                  | 92%                | <b>99%</b>         |             |
| <b>ETHICS</b>                                      | 5.5 pts /100 increase in average score of ISO26000 assessment for our strategic suppliers                     |                      | --                   | +2.60              | <b>+3.70</b> ★     |             |
|  | 350 suppliers under Human Rights & Environment vigilance received specific on-site assessment                 |                      | --                   | 244                | <b>279</b> ★       |             |
|  | 100% of sales, procurement, and finance employees trained every year on anti-corruption                       |                      | --                   | 68%                | <b>94%</b>         |             |
| <b>DEVELOPMENT</b>                                 | x4 turnover of our Access to Energy program   |                      | --                   | x1.46              | <b>x1.56</b>       |             |
|  | 400,000 underprivileged people trained in energy management   |                      | 148,145              | 236,491            | <b>246,268</b> ★   |             |
|  | 15,000 volunteering days thanks to our VolunteerIn global platform  |                      | --                   | 9,622              | <b>11,421</b> ★    |             |

Indicators amplified in Q1 2019 to upgrade Schneider Electric's sustainability ambitions are marked with a ★