

Schneider Electric launches specific actions in response to the Covid-19 crisis and stays the course of its 2020 ESG agenda with Schneider Sustainability Impact achieving 7.15 out of 10

- The Group has deployed additional actions worldwide in response to the crisis, to support its employees, ensure the continuity of vital infrastructures, and leverage solidarity in its ecosystem to help those most in need
- Indicators of the Development pillar of the Schneider Sustainability Impact (SSI) have progressed well reflecting Schneider's employee and partner solidarity

Rueil-Malmaison (France), April 23, 2020 – For the sixth year, [Schneider Electric](https://www.schneider-electric.com), the leader in digital transformation of energy management and automation, announces its financial and non-financial results together for the first quarter of 2020. Each quarter, Schneider Electric publishes 21 indicators from the Schneider Sustainability Impact (SSI), measuring progress towards its ambitious sustainability commitments for 2018 to 2020, in line with its COP 21 commitments and United Nations Sustainable Development Goals. This quarter, Schneider Sustainability Impact reached a 7.15 out of 10 score, an expected slowdown due to the current crisis. The Group has deployed additional actions confirming its socio-economic and societal engagements worldwide.

The non-financial results by indicator are as follows:

SCHNEIDER SUSTAINABILITY IMPACT		Schneider Sustainability Impact 2018 – 2020, results as of Q1 2020				
		Objective 12/2020	Beginning 01/2018	Results Q4 2019	Results Q1 2020	
Our megatrends 2015 – 2020 and targets 2018 – 2020		Overall Score out of 10	9/10	3	7.77	7.15
CLIMATE	80% renewable electricity		--	50%	50%	
	10% CO ₂ efficiency in transportation		--	4.1%	4.1%	
	120 million metric tons CO ₂ saved on our customers' end thanks to our EcoStruxure offers		--	89	97	★
	25% increase in turnover for our <i>Energy & Sustainability Services</i>		--	23.8%	10.3%	
CIRCULAR ECONOMY	75% of sales under our new Green Premium™ program		30.5%	55.2%	32.2%	★
	200 sites labeled towards zero waste to landfill		140	193	193	
	100% cardboard and pallets for transport packing from recycled or certified sources		50%	96%	99%	
	120,000 metric tons of avoided primary resource consumption through ECOFIT™, recycling and take-back programs		--	97,439	104,436	★
HEALTH & EQUITY	70% scored in our <i>Employee Engagement Index</i>		65%	64%	64%	
	0.88 medical incident per million hours worked		1.15	0.79	0.48	★
	90% of employees have access to a comprehensive well-being at work program		13%	46.6%	46.6%	
	100% of employees are working in countries that have fully deployed our Family Leave policy		--	99%	99%	
	100% of workers received at least 15 hours of learning, and 30% of workers' learning hours are done digitally		--	62%	32%	★
	90% of white collars have individual development plans		32%	79%	76%	
ETHICS	95% of employees are working in a country with commitment and process in place to achieve gender pay equity		89%	99%	99%	
	5.5 pts /100 increase in average score of ISO26000 assessment for our strategic suppliers		--	+3.7	+4.9	★
	350 suppliers under Human Rights & Environment vigilance received specific on-site assessment		--	279	282	★
	100% of sales, procurement, and finance employees trained every year on anti-corruption		--	94%	7%	
DEVELOPMENT	x4 turnover of our Access to Energy program		--	x1.56	X1.00	
	400,000 underprivileged people trained in energy management		148,145	246,268	258,533	★
	15,000 volunteering days thanks to our VolunteerIn global platform		--	11,421	13,696	★
Indicators amplified in Q1 2019 to upgrade Schneider Electric's sustainability ambitions are marked with a ★						

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Media Relations
Schneider Electric
Sophie Souquet
Tel: +33 1 41 29 84 18
sophie.souquet@se.com

SRI Investor Relations
Schneider Electric
Frédéric Pinglot
Tel: +33 6 40 69 90 64
frederic.pinglot@se.com

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Gilles Vermot Desroches, Sustainability Senior VP at Schneider Electric, commented:

"We experience an unprecedented challenge, affecting billions of people in the world, and sustainability is as important as ever. I am convinced that together we not only go farther, but also faster when we pursue the same global goals. Schneider Electric is closely monitoring and reacting to the rapidly evolving global health and economic crisis due to Covid-19 (Novel coronavirus). The Schneider Electric Foundation has reacted immediately by launching the Schneider Electric Foundation Tomorrow Rising fund, an accelerator for our actions to respond to immediate needs, to contribute to recovery from the crisis and to build resilience for the future."

Sustainability commitments in response to the Covid-19 crisis

Today, Schneider Electric is united to respond to the crisis and to prepare a post crisis rebound articulated by four pillars of action:

1. Supporting employees everywhere

Schneider Electric's priority is to ensure the health and safety of all employees worldwide, implementing measures and protocols in line with local government directives.

In response to the Covid-19 crisis, the Group has enhanced its existing global benefit standards (Life, Health and Family Care) for all its employees worldwide, for the duration of the crisis. At the end of 2019, two of Schneider Electric's flagship programs under the health and equity pillar of the Schneider Sustainability Impact had reached close to full coverage (Gender Pay Equity and Global Family Leave programs).

2. Supporting society and providing expertise to the ecosystem

Schneider Electric is recognized around the globe as an essential business providing service continuity to critical infrastructure such as hospitals, data centers, IT networks, the temperature-controlled food supply chain, energy, transportation, water treatment and vital industries.

Ensuring continuity of service to critical industries in all the countries and communities where Schneider Electric operates is the Group's responsibility and its main contribution to the fight against Covid-19. In this context, the Group is focused on maintaining operations to service critical infrastructure, in compliance with health and local government regulations, collaborating across the entire business ecosystem, from suppliers to partners and distributors.

Schneider Electric is leveraging digital training for its employees as well as its partners via their online platforms such as [Energy University](#) and by offering employee family learning modules on Sustainability Development Goals, and more.

3. Mobilizing people and giving to the communities

On April 8th, the Schneider Electric Foundation announced the creation of a fund dedicated to Covid-19 support. This "Tomorrow Rising fund" supports emergency and longer-term reconstruction actions related to Covid-19 in all the territories in which Schneider Electric operates. The Schneider Electric Foundation invites

leaders and employees who wish to do so, to donate and all donations will be matched by the company. Schneider also invites its other external stakeholders to donate to this fund.

Jean-Pascal Tricoire – Chairman & CEO – will personally contribute 25% of his base salary for the duration of the current crisis to the Tomorrow Rising fund. He is joined by the members of the Executive Committee of Schneider Electric who have committed to contribute 10% of their base salary to this fund for the duration of the current crisis.

Through these initiatives, Schneider Electric reiterates its commitment to sustainability and expresses its appreciation to all of those who are demonstrating extraordinary courage in their efforts to fight this pandemic. For example:

- In France, more than 100 Schneider Electric employees have volunteered as qualified Operators to work 24/7 for approximately six weeks at the [Air Liquide site in Antony](#) (South of Paris) to deliver 10,000 respirators requested by the French government
- In India, donations directly benefit more than 10,000 electricians and their families during the lock-down period
- Around the world, Schneider participates in supporting hospitals and healthcare providers to ensure continuity of services
- Employees in Schneider plants around the world have started the process of printing face shields for donation to local medical facilities

4. Advocating for a green recovery

Schneider Electric believes that the economic relaunch is an opportunity of positive transformation of society and the Group promotes decisions and investments leading to decarbonization, decentralization, and digitization. Schneider Electric has joined the European Parliament's "Green Recovery Alliance" to build a shared reflection on post-crisis green investment plans. The Alliance is committed to proposing the necessary investment solutions, aligned with climate commitments, to revive the economy after the crisis.

In addition, Schneider Electric has announced the signing of the [European Plastics Pact](#) on the occasion of its official launch in Brussels on March 6th 2020.

The non-financial results for the first quarter of 2020 are available on our site www.schneider-electric.com/sri

About Schneider Electric

At Schneider, we believe **access to energy and digital** is a basic human right. We empower all to **make the most of their energy and resources**, ensuring **Life Is On** everywhere, for everyone, at every moment.

We provide energy and automation digital solutions for efficiency and sustainability. We combine world-leading energy technologies, real-time automation, software and services into integrated solutions for Homes, Buildings, Data Centers, Infrastructure and Industries.

We are committed to unleash the infinite possibilities of an open, global, innovative community that is passionate about our **Meaningful Purpose, Inclusive and Empowered** values.

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