

Schneider Electric hosts a virtual ESG Investor Day

Key messages from Schneider Electric's ESG Investor Day:

- **ESG is embedded in the Group's purpose, strategy, culture and business model**
 - **Sustainability is a business enabler for future growth across all end-markets**
 - **Focus on ALL stakeholders is imperative to long-term value creation**
 - **Announcement of the new 5-year Schneider Sustainability Impact 2021-2025**
 - **Incorporate circularity, biodiversity, governance and social values across the lifecycle**
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Rueil-Malmaison (France), November 16, 2020 – Schneider Electric hosts a virtual ESG Investor Day today focused on investors and analysts. During the event, Schneider Electric will discuss various aspects of its business and how ESG factors are embedded in its operations, decision making and culture.

The agenda of the day includes two specific presentations by executive management as follows:

Progress & Sustainability for All

Jean-Pascal Tricoire, Chairman and CEO, will present on how Schneider Electric has positioned itself for growth in an increasingly electric and digital world. The Group's unique positioning, providing Energy and Automation digital solutions for sustainability, efficiency and resilience, enables significant benefits for customers in its four end markets: Buildings, Data Centers, Industry and Infrastructure.

The presentation will cover the strong and accelerating commitments of the Group's 2019 Carbon pledge, first by reaffirming the commitment to achieve carbon neutrality in the Groups' operations (scope 1 and 2) by 2025, and net-zero CO₂ emissions by 2030.

In addition, the Group adds a bold milestone and commits to become carbon neutral on full end-to-end footprint by 2040 (full scopes 1, 2 and 3), 10 years ahead of 1.5°C climate trajectory. It also commits to operate in a net-zero CO₂ supply chain by 2050, i.e. covering all of its suppliers' CO₂ footprint 'up to the mine', in addition to its own operations.

Electrification, digitization, innovation, energy management and industrial automation can play a critical role in the transition towards a lower-carbon world to limit climate change to 1.5 °C. Schneider Electric

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is positioned to support mission critical infrastructure and services to ensure that “Life Is On” everywhere, for everyone at every moment. The Group’s products and solutions serve segments like hospitals, healthcare facilities, water and wastewater facilities, data centers and factories.

As part of the momentum built over 15 years of engagement and innovation in sustainability, the Group is positioned to empower everyone to make the most of their energy and resources. The technologies reconcile growth, access to energy for all, and a carbon-free future for the planet. Investing in R&D to advance a new electric and digital world through innovation, such as inventing decarbonizing technologies and incorporating new circular business models into operations.

The Groups’ meaningful purpose and people strategy plays a critical role in continuously creating an inclusive environment where employees are empowered to innovate and be at their best, reflected in Schneider Electric’s Employee Value Proposition and employee engagement numbers.

Beyond equal energy access, the Group supports the local job creation and skills development that must accompany universal energy access, because one cannot exist without the other. As a responsible company, Schneider Electric engages with its environment to have an impact on the ecosystem.

The importance of robust governance will be highlighted as the Board defines the Groups’ strategic vision on all aspects of ESG, and executive management oversees the quality of the information provided to shareholders and financial markets.

Sustainability strategy

Olivier Blum, Executive Vice President - Strategy & Sustainability, will present the Group’s sustainability strategy through its mission and business model. The Schneider Sustainability Impact demonstrates that rapid, disruptive changes for a more sustainable world are possible across diverse and complex topics. Schneider Electric will be part of the solution, taking urgent actions now to co-create a brighter future aligned with the 17 United Nations Sustainable Development Goals and measuring our impact with transparency.

The presentation will cover the pillars of Schneider Electric’s sustainability vision that is based on 6 long-term commitments:

- Act for **climate** positive world
- Be efficient with **resources**
- Live up to our Principles of **Trust**
- Create **equal** opportunities
- Harness the power of all **generations**
- Empower **local** communities

Mr. Blum will announce the new 5-year Schneider Sustainability Impact 2021-2025 featuring 11 Global impact + 1 Local impact linked to the 6 long-term commitments and introduce the 25 complimentary essential programs that are important to achieve the Groups’ sustainability endeavors.

11
Global Impact

+

1
Local Impact

2021-2025
SCHNEIDER
SUSTAINABILITY
IMPACT

CLIMATE	<ol style="list-style-type: none"> 1 Grow our green revenues to 80% 2 Deliver 800 megatons of saved and avoided CO₂ emissions to our customers 3 Reduce CO₂ emissions from top 1000 suppliers' operations by 50%
RESOURCES	<ol style="list-style-type: none"> 4 Increase green material content in our products to 50% 5 100% of our primary and secondary packaging is free from single-use plastic and uses recycled cardboard
TRUST	<ol style="list-style-type: none"> 6 100% of our strategic suppliers provide decent work to their employees 7 Measure the level of confidence of our employees to report behaviors against our Principles of Trust
EQUAL	<ol style="list-style-type: none"> 8 Increase gender diversity, from hiring to front-line managers and leadership teams (50/40/30) 9 Provide access to green electricity to 50 million people
GENERATIONS	<ol style="list-style-type: none"> 10 Create opportunities for the next generation – 2X number of opportunities for interns, apprentices, and fresh graduate hires 11 Train 1 million underprivileged people in energy management
LOCAL	<p>100% of Country and Zone Presidents define 3 local commitments that impact their communities in line with our sustainability transformations</p>

2021-2025
SCHNEIDER
SUSTAINABILITY
ESSENTIALS

CLIMATE	<ol style="list-style-type: none"> 1 150 Zero-CO₂ sites 2 100% substitution with SF₆-Free medium voltage technologies 3 90% of electricity sourced from renewables 4 15% CO₂ efficiency in transportation
RESOURCES	<ol style="list-style-type: none"> 5 15% energy efficiency in our sites 6 80% of product revenues covered by Green Premium™ 7 One-third of corporate vehicle fleet comprised of electric vehicles (100% by 2030) 8 100% of sites with local biodiversity conservation and restoration programs 9 200 'Waste-to-Resource' sites 10 420,000 metric tons of avoided primary resource consumption through 'take-back at end-of-use' since 2017 11 100% of sites in water-stressed areas have a water conservation strategy and related action plan
TRUST	<ol style="list-style-type: none"> 12 Deploy a 'Social Excellence' program through multiple tiers of suppliers (baseline to be defined in 2021) 13 100% of employees trained every year on Cybersecurity and Ethics 14 0.38 or below Medical Incident rate 15 Halve the weight of safety units recalled 16 In the Top 25% in external ratings for Cybersecurity performance 17 4,000 suppliers assessed under our 'Vigilance Program'
EQUAL	<ol style="list-style-type: none"> 18 <1% pay gap for both females and males 19 60% subscription in our yearly Worldwide Employee Share Ownership Plan (WESOP) 20 100% of employees paid at least a living wage 21 3X the number of employee-driven development interactions on the Open Talent Market
GENERATIONS	<ol style="list-style-type: none"> 22 >90% of employees undergo digital upskilling through the Digital Citizenship program and digital transformation training 23 Systematic career review and development plan for all employees ten years before retirement 24 75% employee engagement score
LOCAL	<ol style="list-style-type: none"> 25 50,000 volunteering days since 2017

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Panel discussions

The presentations will be followed by two panel discussions featuring our operational, business and functional (Human Resources, Governance, Supply Chain) leadership:

1. Panel 1: ESG aspects within our operations, business setup and culture
2. Panel 2: ESG as a business enabler and how customers are embracing it

Board perspective

Representatives of the Board including Fred Kindle, Vice-Chairman of the Board and Lead Independent Director and Linda Knoll, Chair of HR & CSR Committee and Independent Director will give the Board considerations and perspectives on ESG.

Finance

Hilary Maxson, CFO, will provide a financial perspective on balancing Profitability & Purpose.

The Group will also share practical examples showcasing how it is enabling customers to meet their sustainability and efficiency targets through its innovations, solutions and connected offerings.

Participants can follow the event on Investor Relations website starting 1.30 pm CET and will have the opportunity to raise questions throughout the event which will be addressed in the Q&A session.

The ESG Investor Day presentations and recording replay will be available at www.se.com after the event.

About Schneider Electric: Schneider's purpose is to **empower all to make the most of our energy and resources, bridging progress and sustainability** for all. We call this **Life Is On**.

Our mission is to be your **digital partner for Sustainability and Efficiency**.

We drive digital transformation by integrating world-leading process and energy technologies, end-point to cloud connecting products, controls, software and services, across the entire lifecycle, enabling integrated company management, for homes, buildings, data centers, infrastructure and industries.

We are the **most local of global companies**. We are advocates of open standards and partnership ecosystems that are passionate about our shared **Meaningful Purpose, Inclusive and Empowered** values.

www.se.com

Discover Life is On

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