

| | | Objective 12/2018 | Beginning 01/2018 | Results Q3 2018 | Results Q4 2018 | |
|--|--|----------------------|----------------------|--------------------|--------------------|-------------|
| Our megatrends 2015 – 2020 and targets 2018 – 2020 | | Overall Score of 10 | 5 / 10 | 3 | 5.25 | 6.10 |
| CLIMATE | 80% renewable electricity | | -- | 25% | 30% | |
| | 10% CO ₂ efficiency in transportation | | -- | -- | (1.8%) | |
| | 100 million metric tons CO ₂ saved on our customers' end thanks to our EcoStruxure™ offers | | -- | 31 | 51 | |
| | 25% increase in turnover for our EcoStruxure™ Energy and Sustainability Services | | -- | 12.2% | 13.8% | |
| CIRCULAR ECONOMY | 75% of sales under our new Green Premium program | | 38.3% | 41.4% | 45.7% | |
| | 200 sites labeled towards zero waste to landfill | | 140 | 167 | 178 | |
| | 100% cardboard and pallets for transport packing from recycled or certified sources | | 50% | 60% | 61.6% | |
| | 100,000 metric tons of avoided primary resource consumption through EcoFit™, recycling, and take-back programs | | -- | 17,694 | 43,572 | |
| HEALTH & EQUITY | 70% scored in our <i>Employee Engagement Index</i> | | 65% | 67% | 67% | |
| | 1 medical incidents per million hours worked | | 1.15 | 0.94 | 0.94 | |
| | 90% of employees have access to a comprehensive well-being at work program | | 13% | UP | 20% | |
| | 100% of employees are working in countries that have fully deployed our Family Leave policy | | -- | -- | 75% | |
| | 100% of workers received 12 hours of learning in the year with 30% digital learning | | -- | 33% | 57% | |
| | 90% of white-collar workers have individual development plans | | 32% | 78% | 78% | |
| | 95% of employees are working in a country with commitment and process in place to achieve gender pay equity | | 89% | 89% | 92% | |
| ETHICS | 5 pts / 100 increase in average score of ISO 26000 assessment for our strategic suppliers | | -- | +1.47 | +1.80 | |
| | 300 suppliers under Human Rights & Environment vigilance received specific on-site assessment | | -- | 104 | 155 | |
| | 100% of sales, procurement, and finance employees trained every year on anti-corruption | | -- | 47.4% | 68.6% | |
| DEVELOPMENT | x4 turnover of our Access to Energy program | | -- | x1.33 | x1.31 | |
| | 350,000 underprivileged people trained in energy management | | 148,145 | 190,836 | 196,162 | |
| | 12,000 volunteering days thanks to our VolunteerIn global platform | | -- | 3,657 | 5,691 | |

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. UP = Unpublished.