



IMPACT 2030

# Q1 2026 Results



**Esther  
Finidori**

Chief Sustainability Officer

At the end of 2025, we reached a new milestone in our sustainability journey with the launch of our *Impact 2030* roadmap. Shaped through extensive dialogue with customers, partners and suppliers and civil society, this new cycle focuses on where we can drive the greatest impact at scale.

For our customers, this means accelerating decarbonization and strengthening resilience through energy intelligence. In the first quarter of 2026 alone, our solutions enabled 47.5 million MWh of energy to be saved or electrified.

Across our value chain, we continue to build on our strong legacy of supplier engagement. In Q1, over 1,100 suppliers started the onboarding process and were actively engaged in our *Zero Carbon Pathway* initiative.

That same discipline applies to our own operations. Leveraging our expertise in energy management, we launched *Impact Workplaces* – a new program designed to transform 100 sites, from offices to factories, into community anchors and agents of change. When people and places thrive, the impact extends far beyond our walls.

As we embark on this five-year journey, Schneider Electric employees share a strong sense of excitement and humility. *Impact 2030* provides a framework to drive broad, systemic transformation – bringing everyone along.

We look forward to seeing positive outcomes accelerate quarter after quarter, as our ambition is translated into tangible, consistent and measurable progress.

Planet. People. Technology.  
All matter.  
All thrive on Energy.

Energy powers our lives.  
Energy is essential to progress.

Energy Technology advances industry,  
drives innovation, and connects communities.

**As an Energy  
Technology Partner,**  
we are convinced that  
Advancing Energy Tech  
can power progress for all.

## Based on four strategic pillars

We electrify  
**the world**  
towards decarbonization

Invest in breakthrough solutions and lead the Energy Tech transition  
*-by deploying electrification and digitalization, starting with ourselves and scaling for all*

We reinvent  
**our industry**  
towards innovation

Engage and elevate the entire value chain to set new standards in the industry  
*- by rethinking how we design, source and promote, and engaging suppliers for decent work and decarbonization*

We unlock  
**human potential**  
towards equal opportunities

Open the way to progress and shared prosperity  
*-by securing energy access for all and investing in skills and people opportunities*

We empower  
**local communities**  
towards action and care

Promote local ecosystems and amplify grassroots voices  
*- by turning sites into community anchors and empowering our people to be agents of change*

# Continued industry recognition

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Schneider Electric's Wuhan Factory named one of only three global **Lighthouses for Talent** by the WEF. This recognition identifies sites that achieve transformative impact on the workforce in work design and safety, talent planning, attraction and onboarding, development, and effectiveness.



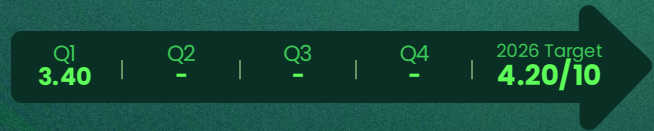
Schneider Electric's sustainability leadership recognized with awards and leading ESG ratings including CDP's A-List and Ethisphere's most ethical companies list **for 15 years in a row.**



World Benchmarking Alliance

# Sustainability Impact 2030

Q1 2026 Results  
**IMPACT SCORE\***  
 Baseline 2025: 3.00/10



			Baseline 2025	Q1 2026 Performance	2030 Ambition
<b>We electrify the world</b>	<b>Efficiency forward</b> Grow Schneider Impact Revenues <sup>1</sup> Save or electrify energy with our solutions, 2026-2030 * Deliver advanced energy & carbon insights for customers through all applicable SE software	75%		<b>75.4%</b>	80%
		0		<b>47.5M MWh</b>	1,500M MWh
		0%		<b>In progress</b>	100%
	<b>Towards Net-Zero</b> Reduce Scope 1&2 CO <sub>2</sub> emissions, absolute vs 2017 Reduce Scope 3 CO <sub>2</sub> emissions, absolute vs 2021 Help our customers save and avoid CO <sub>2</sub> emissions through SE solutions 2018-2030	-82%		<b>-82.5%</b>	-90%
		-12%		<b>-13.1%</b>	-25%
		860 Mt		<b>880 Mt</b>	1,500 Mt
	<b>School of Energy Tech</b> Train electrical experts to bridge the energy tech skill gap	0		<b>In progress</b>	TBC
<b>We reinvent our industry</b>	<b>Future-designed</b> All major offers in design phase demonstrate circular and environmental excellence *	0%		<b>14%</b>	100%
	<b>Industry catalyzer</b> Support suppliers on a Zero Carbon Pathway to decarbonize the supply chain * All strategic suppliers engaged to implement advanced Decent Work practices * Select materials that provide superior environmental and social value	0		<b>0</b>	1,500
		0%		<b>0%</b>	100%
		19%		<b>19%</b>	50%
<b>Longer, better</b> Double circular services for longer & better usage	x1		<b>x1</b>	x2	
<b>We unlock human potential</b>	<b>Inclusion for all</b> Engage senior talents in their own development or the development of others Grow the share of women in leadership <sup>2</sup>	0%		<b>In progress</b>	100%
		30%		<b>31.5%</b>	40%
	<b>Power progress</b> Provide people with access to sustainable electricity <sup>3</sup> * Upskill people through educational programs, including those from vulnerable communities <sup>3</sup> *	60M		<b>64.6M</b>	100M
		1M		<b>1.2M</b>	3M
<b>We empower local communities</b>	<b>Impact starts with us</b> Grow the share of employees volunteering to be change agents, in their communities & homes Design workplaces that care for people, nature & communities	0%		<b>3.3%</b>	30%
		0		<b>0</b>	100

\* Programs included in the calculation of the Impact score are the programs that contribute to the collective share of Schneider Electric's Short-Term Incentive Plan (STIP)

<sup>1</sup> Per Schneider Electric definition and methodology

<sup>2</sup> The gender balance metric is a global strategic ambition. It does not apply to territories that prohibit such ambition. The Schneider Electric policy is to always select the best candidate for any position based on skills, experience and potential (irrespective of their gender, age, origin, disability, appearance, etc..).

<sup>3</sup> Cumulated since 2009

# Impact Workplaces:

## Turning our sites into community anchors

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Empowering local communities

Building on two decades of sustainability leadership across Schneider Electric sites

2026 - 2030  
Impact 2030



2005 - 2008  
**NEW2**

**[2005] Global Energy Action program launch**  
Annual energy-reduction targets across production and logistics sites.

**[2006] ISO 14001 Expansion**  
192 manufacturing and logistics sites certified.

2009 - 2011  
**ONE**

**[2011] ISO 50001 Leadership**  
The Hive: first site in the world certified to new energy management standard.

2012 - 2014  
**CONNECT**

**[2013] ISO 50001 at Scale**  
65 sites certified worldwide.

2015 - 2017  
**SCHNEIDER IS ON**

**[2017] Renewables & Efficiency**  
Joined RE100 and EPI00 initiatives, covering 1,000+ sites, including 200 factories.

2018 - 2020  
**SSI**

**[2020] Zero-CO<sub>2</sub> sites**  
Global program launched: 30 Zero-CO<sub>2</sub> sites as baseline.

**[2020] Renewable Power**  
80% of electricity consumed by operations sourced from renewable energy.

**[2020] Waste Management**  
206 Towards Zero Waste to Landfill sites  
96.3% waste recovery rate.

2021 - 2025  
**SSI**

**[2021-2025] Sustainability Lighthouses**  
5 sites recognized by WEF: Lexington, Le Vaudreuil, Hyderabad, Wuxi and Evreux DC.

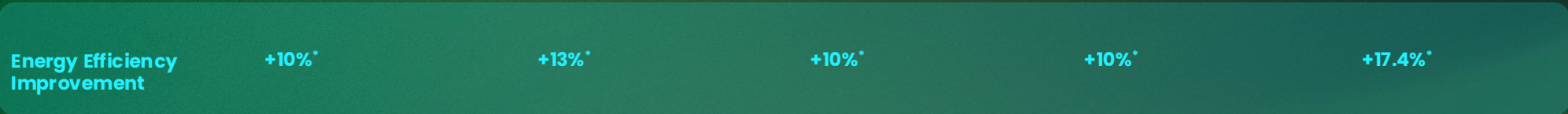
**[2024] Circular Leadership**  
Recognized by the World Economic Forum and McKinsey as a Circularity Lighthouse for end-to-end transformation.

**[2025] Decarbonization**  
195 Zero-CO<sub>2</sub> sites and 99% renewable electricity achieved.

**2030 Ambition**  
100 Impact Workplaces designed to care for people, nature and communities.

**Building on success**  
Continuity of site excellence on Zero-CO<sub>2</sub>, energy efficiency and circularity.

**What's new**  
stronger focus on resilience through climate adaptation and building partnerships with local communities for people and nature



\*vs previous sustainability cycle.

# Empowering our People as Change Agents

Driving local impact through employee volunteering and engagement

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Empowering local communities

1999

The Schneider Electric Foundation is created to support change agents driving sustainable developments.



2009

Start of the Youth Education & Entrepreneurship program

2012

Creation of VolunteerIn to structure and scale employee volunteering globally

2026 – 2030

## Sustainability Impact 2030

Building on a

25+ year

heritage. Turning our people in change agents

1,000+

NGO partners

90,000+

Volunteering Days<sup>1</sup>



1. Since 2018. As of December 31st, 2025.

**Sustainability Impact 2030** is Schneider Electric's continuous improvement process to deliver outstanding sustainability performance, in line with its business strategy. It includes 18 innovative and transformative global indicators (KPIs).

**The Impact Score measures**, on a scoring scale of 10, the consolidated performance of a selection of key KPIs showcasing the Group's sustainability progress.

The score of each KPI is calculated by converting its performance on a 10-point scale using linear interpolation, considering that the 2025 baseline year performance receives a 3/10 score, and the 2030 ambition translates in a 10/10 score. For each one, the relevant score is rounded down to the second decimal. By construction, it cannot exceed 10/10, and cannot be lower than 0/10.

The Impact Score is the average of these key KPIs' scores, with equal weight.

An external auditor provides a limited assurance on the KPIs once a year – including the review of the methodologies and processes used to consolidate the different KPIs.

**Each year**, the performance of the Impact Score contributes to the collective share of Schneider Electric's Short-Term Incentive Plan (STIP), from which benefit the Group's executives and about 80,000 eligible employees, for 20% of the collective share.



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