

Top Leaders COMMITMENT

“ It is a question of determination. We have to go beyond the good intention! Progress on diversity and gender balance has been a priority for me over the past five years. We have been able to engage leaders and build a holistic approach, creating a new dynamic within our company... Leading by example and engaging more men in these challenges will be one of my key priorities. ”

Jean-Pascal Tricoire
Chief Executive Officer

Addressing our culture is one of the key challenges we have, in order to become a Gender Balanced Company. Changing the culture starts from the top.

Schneider Electric Leaders are HeForShe

From top to bottom, our executive leaders are making a true pledge to gender diversity and equality going far beyond simple words.



Anil Chaudry, Country President of India

- Increase the representation of women across all levels of management and ensure 40% of new hires are women
- Increase gender ratio year by year
- In accordance with our Women Empowerment Principles commitment, we plan to bring social changes by focusing on education and women's employment



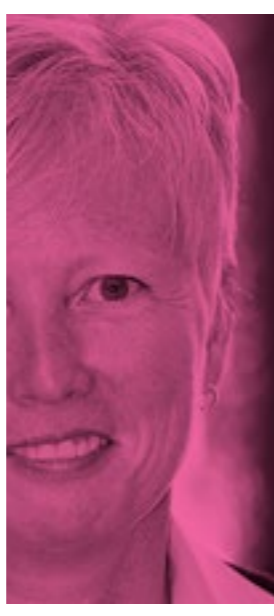
Enrique González, Country President of Mexico

- Increase the representation of women across the pipeline—40% at entry and 30% in top positions
- Reach 100% employees with pay equity process by 2020
- Establish dedicated executive-level groups to continuously raise the bar on our aspirations for women at Schneider Electric Mexico



Zhu Hai
Executive VP, China Operations

I am proud that I have 40% of females in my management team. I am a strong believer that women have unique power and capability which compliment male leaders. I commit to drive a gender balanced organisation by hiring & developing more females.



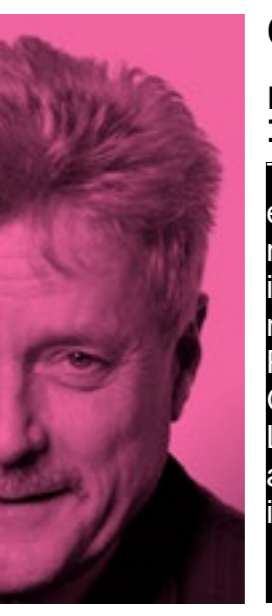
Annette Clayton
Executive VP, Global Supply Chain

Diversity is a business imperative and I'm proud that we are taking a stance as a company to support the HeForShe movement. It's not only the right thing to do, it's the smart thing to do.



Oliver Blum
Chief Human Resources Officer

If we co-opt our male employees as active advocates of gender equality, we will surely become a company with one of the most inclusive and engaging culture that is attractive to all.



Clemens Blum
Executive VP, Industry Business

Though I cannot really explain why French nouns are genderised, it is fascinating to me how words like PASSION, TENACITY, GENEROSITY, JOY, LIFE, and so many more are feminine. Honestly, it is quite perfect!



Chris Leong
Chief Marketing Officer

When we empower each other, we create a world that is greater than the sum of its parts. I am proud to be part of the HeForShe movement. The company's commitment to gender equality is another testament to our amazing spirit of diversity.



Hal Grant
Executive Vice President, IT

Women are essential to our collective success. Let's actively support their achievements and join forces towards gender equality. We all play a part in this movement. Our united efforts will make us stronger.



Frédéric Abbal
Executive VP, Energy

Our Step Up initiative, which fosters gender balance and equality in the workplace, is one of our priorities and long-term engagements. Diversity is our heritage, our future, and a key success factor in our organization.



Daniel Doimo
Executive VP, Global Solutions

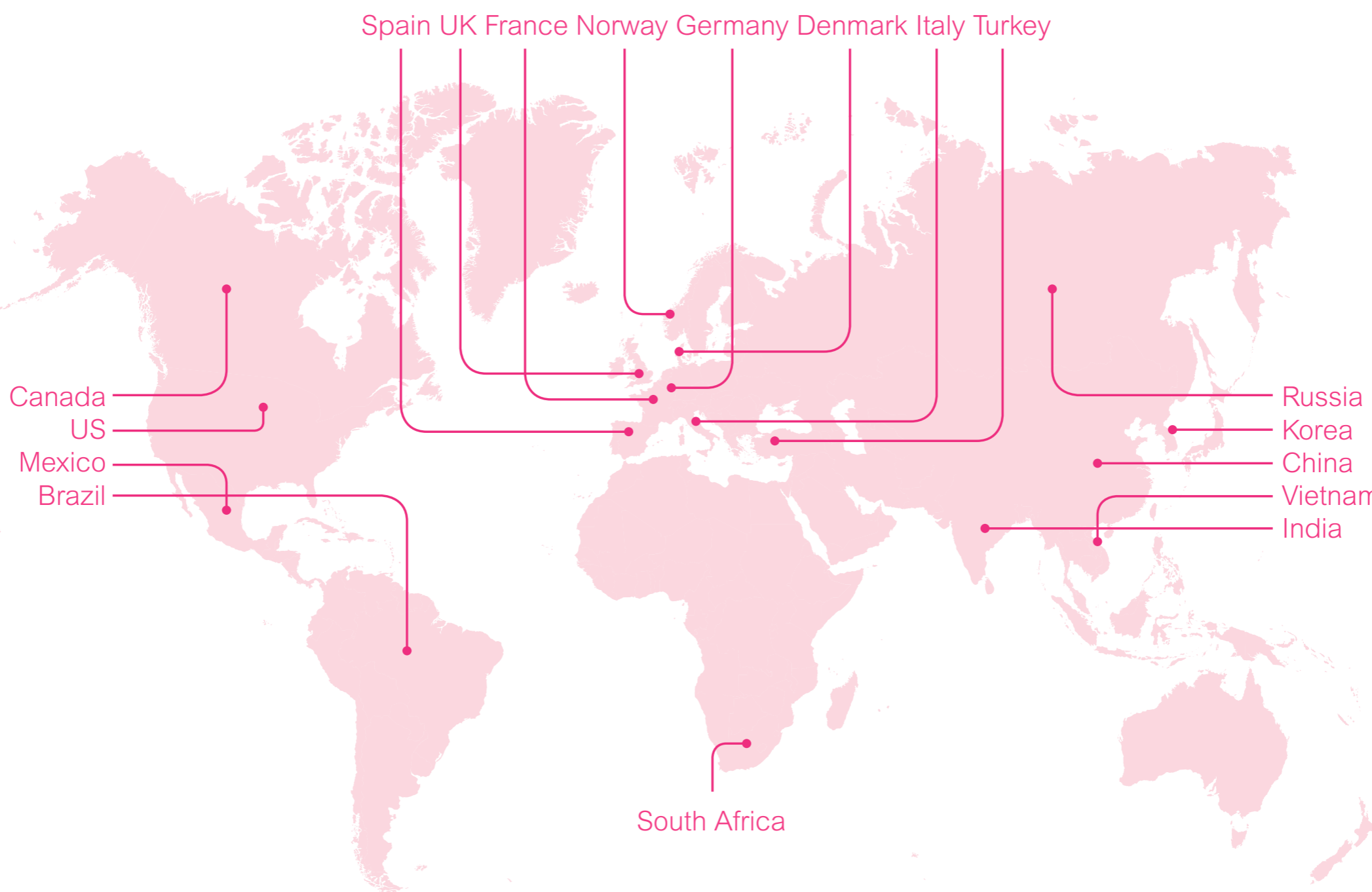
Talent has no gender, it is up to all of us, starting with men, to provide everyone with opportunities with responsibility and success regardless of gender. This, for me, is a principle of social progress which I am relentlessly applying.

Schneider Electric Country CEOs support the Women's Empowerment Principles

Since June 2014, 18 of our Country Presidents have signed the Women's Empowerment Principles, becoming a pilot group of champions strongly committed to lead the empiric transformation across Schneider Electric and make it a true Gender Balanced Company.

All of them have made ambitious commitments to gender equality.

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Leonid Mukhamedov
Executive VP, EUR Operations

My wife and I have 3 boys, so I understand the challenges women face in balancing work and home responsibilities. Do join me in being a strong advocate of gender equality and empowerment of women!



Hervé Courreil
Executive VP, Information Systems

I have the privilege of being surrounded by women who make me realise every day that everybody wins when diversity kicks in.



Laurent Vernerey
President & CEO, North America

We benefit from gender equality at home, at work and in the wider society, so let's start promoting and advancing the pursuit of this basic human right for our daughters and generations to come!



Philippe Delorme
Executive VP, Partner Business

Our world is diverse in terms of gender and nationalities, it is common sense for us to leverage this diversity to bring more innovation to our customers and more balance to our employees.

Leaders' Commitment and Education

Half-day Gender Workshops for Leaders at the management committee level were launched by the Schneider Electric CEO Jean-Pascal Tricoire.

The workshops act as a business case for change and include the assessment of current state of gender balance in our company, analysis of gender balance blocking factors and solid commitment to a concrete action plan.

Over the last two years, these workshops have been cascaded through the Country and Business Board committees across the globe – almost 20 leadership teams with 300 leaders have attended these workshops. The cascading approach is still ongoing at mid-management level.

In addition, the gender diversity related clauses have now been included as one of the parameters that influence the amount of financial bonuses allotted to the executives.

