Your World will be Electric

Our mission is to give
“the best of the New Electric World
to everyone, everywhere, at any time”
A unique offer on four markets

- **Energy & infrastructures**: availability, safety, operating costs
  - electrical networks, water treatment, airports, tunnels, telecom, data centres
  - 16% of sales

- **Industry**: productivity, flexibility, safety, traceability
  - food & beverage, automobile, electronic, packaging, pharmaceuticals
  - 32% of sales

- **Buildings**: comfort, communication
  - offices, stores, factories, hotels, hospitals, museums, schools, universities
  - 37% of sales

- **Residential**: safety, comfort, communication
  - single-family homes, apartment buildings
  - 15% of sales
A unique offer
in power and control management

Complementary activities

- **Power**
  - Low & Medium Voltage

- **Control**
  - Industrial Automation and Control
  - Building Automation
  - Home Control

- **Energy Management**
  - critical power / energy efficiency

- **Services**

**integrated, communicating and smart products, equipment and systems**
Close to you
with strong local operations

Sales and employees by geographical region

Schneider Electric in figures

- €13.7 billion sales in 190 countries
- 105,000 employees*
- Local presence in 106 countries
- 205 factories
- 6,500 R&D people in 25 countries

Source: 31/12/2006

*Average workforce including permanent and temporary employees
A Promising Sector
An ambitious growth strategy combining innovation and differentiation

- Expand our geographic coverage
- Invest in R&D & innovation
- Develop new growth platforms
- Develop services
HR and new² Strategy

- Three HR priorities for 2005/2008

  - Increase Health & Safety
  - Develop our people
    - Reinforce leadership and competencies
    - Attract best talents
    - Strength through diversity
  - Unleash entrepreneurship

How?

Diversity Policy
Diversity Policy

■ Context
  - Group history, culture and identity are based on diversity
  - Group was built up by a series of acquisitions and is present in 190 countries
  - Development based on openness

■ Importance for Schneider Electric
  - Contribute to Group growth by favouring every kind of diversity (market access channels, suppliers, specialities, cultures, etc.)
  - Foster the company’s creativity and competitiveness by mobilising all skills and awareness.
  - Favour the internationalisation of human resources, an essential criterion for the worldwide growth of the Group.
Objectives

Make diversity a strength, an advantage, by:

- Allowing employees to express their cultural diversity
- Fostering diversity in the company to match the societies in which the Group works
- Giving equal opportunities for recruitment, responsibilities and career development to persons with equivalent qualifications
- Promoting awareness amongst managers and all other personnel to favour cultural, ethnic and social diversity in all parts of the Group.
Applicability

- Actions to promote the following in particular:
  - Gender equality
  - Employing disabled persons
  - Hiring persons from ethnic minorities

- Three main focal points:
  1. Recruitment
  2. Integration of young people into employment
  3. Professional development
Applicability (continued)

1. Recruitment

- The Group does not choose to apply hiring quotas… but is committed to:
  - Promoting varied profiles without making ethnic origin ‘the’ selection criterion
  - Favouring the recruitment of such candidates when qualifications are equal
  - Integrating more women, of different nationalities and educational backgrounds.

- The Marco Polo programme favours the recruitment of recent graduates and experienced management personnel with high potential and an international profile.
Achievements: Marco Polo Program since 2001
Marco Polo Program
Achievements

Strength through Diversity

110 women since 2001 making 23%
26 women for 2006: 24%

Women Since 2001
2002: 15%
2003: 21%
2004: 22%
2005: 26.38%
2006: 23%
Applicability (continued)

2. Integration of young people into employment

- A gateway to employment for many young people
- Highly developed approach in the company, providing qualifications and experience
- Apprenticeship training allows:
  - The integration of young people
  - Young people from ethnic minorities to gain their first work experience leading to a qualification.
- This approach is adapted to the laws of the various countries where the Group operates.
Applicability (continued)

3. Professional Development

The diversity policy also applies to employees already in the company, via:

- Mobility of managers: 30% of the top 600 managers in the Group have been in their job for less than a year.
- Internationalisation of the management and increased mobility of employees.
Evolution of annual number of moves

2000 2001 2002 2003 2004 2005 2006

Target: 20%

General Management Human Resources
Luz-Helena ROJAS – June 2007
Home geographical distribution & Diversity
Total population under international assignment

295 people in 2001

- French: 63%
- African: 1%
- North American: 8%
- South American: 3%
- Asian: 9%
- Eastern European: 6%
- Western European: 10%

In 2001: A total of 37 nationalities

790 people in 2006

- Europe (excluding France): 19%
- Asia Pacific: 24%
- France: 38%
- North America: 8%
- South America: 3%
- Africa - Middle East: 5%
- Iberia zone: 3%

In 2006: A total of 59 nationalities
14.5% of women

General Management Human Resources
Luz-Helena ROJAS – June 2007
Diversity in International Mobility
at the end of 2006

Women: 14.5%
59 Nationalities
Conclusion

- Executive Management Commitment
- Diversity pervades all of our company communication
- Integration
- Schneider Electric University: programs to boost diversity
Building a New Electric World