

Jean-Pascal Tricoire

Chairman and CEO, Schneider Electric

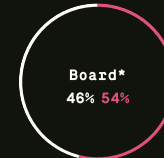
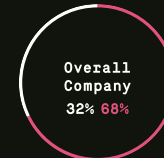


CORPORATE CHAMPION



Achieving greater gender balance in leadership is one of our top priorities. It means recruiting at least as many women as men, giving them the chance to step up and face big challenges, and asking them to support other women and men in our progress towards diversity. This is actively supported by men in our company.

Schneider Electric 2018 Data Report



* 46% as of April 2019 at Annual Shareholders Meeting, 42% at 12/31/2018.

** Schneider Electric new hires are only white collar employees.

Schneider Electric

As a HeForShe Champion, we have committed to increasing the representation of women across our board to 40% at entry, and 30% at all levels of leadership. We target 30% because we believe in the power of critical mass, i.e. 30% is the threshold at which women can have a real impact in the organization on results, innovation and culture. To achieve our goal, we have been building our pipeline through recruitment and career development, senior leadership advocacy, inclusive policies to enable better work life balance, and education on hidden bias. Progress has been encouraging to date: women now represent 27% of our Executive Committee, 46% of our Board of Directors, and 22% of our top 1000 Leaders.



As a woman in the Executive Committee, I am very proud to be a role-model for other women in and outside our organization, both from a gender equality and a work-life balance perspective and to show that it is possible to manage your unique life and work.



truly a "More Powerful Together" moment, showing that gender equality is both a men and women story.

As one of the few female industry leaders in France, I am enthusiastic to see the ripple effect of these actions in my country and beyond. We now have more programs being put in place by the institutions in France, with the aim of celebrating women in the industrial field or encouraging young girls to enter an industrial, engineering or technological career. On behalf of Schneider Electric France, and along with other men and women business leaders, I am part of an operational public-private taskforce commissioned by the French government to advance gender equality in the workplace.

I am very excited about the future of our company, both in France and globally. We are moving the needle in the right direction, building a gender diverse talent pipeline not only focusing on recruitment, but also on retention and promotion. We have made strides to help women grow in the organization and encourage men to stand up for gender equality, and we have been leading the way in our industry through ambitious pay equity, flexible working, and family leave policies. We must do more to meet our HeForShe commitments, but I believe we are on the right track to create and sustain one of the most diverse and inclusive organizations, globally.



Christel Heydemann

Executive Vice President of Schneider Electric France, Member of Executive Committee, Paris, France

There was a time when Schneider Electric did not have so many women role models in leadership. Fifteen years ago, only 5% of the top 1000 leaders at Schneider were women and as of four years ago, only one was in our Executive Committee. Today, women represent 22% of our top 1000 leaders, and four Executive Committee members are women. As part of the Executive Committee myself, I have witnessed change in our dynamics with increased gender balance. This paradigm shift was not achieved by accident but through deliberate planning and advocacy, one decision at a time.

Despite our progress, we still have work to do. Research has shown that 30% women representation is the tipping point to have a true diversity impact on our teams. I strongly believe the more gender balanced our leadership becomes, the easier it will be to advance gender equality at all levels. It is therefore essential that every executive in the company be a true role model,

and at Schneider Electric, we have many champions – men and women – at the senior level who stand up and act for gender equality.

I am very proud to be a role model for other women inside and outside our organization, both from a gender equality and a work-life balance perspective, and to show that it is possible to live your life fully. I take advocacy seriously, and as an example, I signed an op-ed about women being underrepresented in leadership positions, published in one of the most widely read French newspapers ("Le Journal du Dimanche"), along with +50 business leaders and political figures.

And we walk the talk in our industry. For example, when I left for my parental leave last year, it was great to be visible in the market and to tell our customers 'I'm just off for a few months and the team is there for you in the meantime'. And I thank my team for driving the business while I was away: this was